

THE RED LAKE OPERATION



A MESSAGE FROM OUR VP - RLO

John Penhall

With having joined the Red Lake team just over four months ago, this is my second newsletter message as Vice President of the Red Lake Operation. It has been a busy four months and I remain confident in the future of the operation here in Red Lake. As we work through some necessary changes as a Site, the team has been working very hard to safely meet targets. In recent weeks, I have been getting out to huddles to share an update and receive feedback from our people. These regular updates are an important part of communicating with our teams, as well as an opportunity for employees to ask questions and raise concerns.

Over the last several weeks, Evolution Mining has also been participating in a company-wide survey through Your Voice. We have asked our employees to participate in the engagement survey so we can understand and improve our people's experience at Evolution Mining. Answers to the surveys are confidential and provide us an opportunity to gain insight into the things we do well and areas our teams would like to see improve. We want working for Evolution to be the highlight of our career and these survey results help guide us in the right direction.

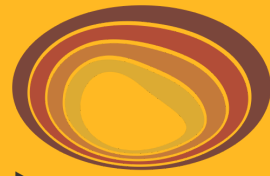
From a Safety perspective, we have been improving, with a significant reduction in workplace injuries. Any injury at work is unacceptable and we remain focused on taking a risk-based approach in everything we do. It's always important to remember that if something isn't right, we stop and re-assess. Often it is the basics that keeps us safe, like planning a job well, wearing a seat belt when operating equipment or using the correct PPE.

We have work to do to become a safe, reliable, cost effective operation. Pleasingly our underground development rates continue to improve month on month, our milled tonnes are ahead of plan and the temporary Cochenour ore pass was commissioned at the end of September, which will help with our ore grade. Importantly, we need to embrace our Evolution mantra of 'We say. We do. We Deliver.' and demonstrate consistently our value of Excellence.

As we move into the holiday season, our minds can start to drift and it can be easy to get distracted. Please continue to keep focused on the task at hand, so we can all go home safely, every day.

We will be hosting three Holiday Parties in December and I hope this presents an opportunity for everyone at the Red Lake Operation to get out and celebrate the holiday season with friends and teammates, whilst we reflect on the year that was.

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.



Evolution
MINING

Red Lake

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FALL 2023

Volume Q4

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.



RLO ENVIRONMENT

Tree Planting Program



Evolution Mining – Red Lake Operations (RLO) participated in the 50 Million Tree planting program by partnering with the local forest management company and neighboring schools. During the week of June 26, a crew of ten tree planters planted 25,000 trees in a single day to help revegetate a historic area of the mine site. The species of trees planted included Black Spruce, Red Pine, and Jack Pine. Survival assessments will be conducted by the Forest Delivery Agents on year 1, 3, 5, and 10, to monitor the success of the program.

Implementing this important program provides the Red Lake area with environmental benefits such as improved wildlife habitat, reduced erosion, and increased adaptation to climate change.

RLO Technology

Over the past year, RLO has made huge strides in implementing value added technology throughout the business, to provide time efficiencies, reduction of manual & duplicate data entry, quicker/detailed/more accurate information, and safety enhancements for our employees and business.

Some of these new business technologies include:

- A Mine Control Centre;
- Centric daily operations data entry system;
- ERP system upgrades and enhancements (Pronto);
- Power Bi dashboards/reports (across multiple departments);
- Tablets for underground supervisors;
- Fixed plant PM's and work requests via tablets (Obzervr);
- Ore-tracking systems and operational camera expansions;
- New blast software and remote blast dets;
- Wi-Fi throughout the camp;
- Gallagher security swipe access systems; and
- Many more software and hardware innovative enhancements.



RLO Emergency Response

The Evolution Mining Emergency Response Team (ERT) is trained to respond to Surface and Underground Emergencies. The team consists of approximately 40 active members, many of whom are also volunteer firefighters in the community. They are trained to respond to a large variety of emergencies, both on surface and underground, including fire, high-angle rope rescues (repelling), auto extrication, medical treatment, fall of ground, structure collapse, and environmental spills on Site and in the community.

The mobile Live Fire Training unit was at the Red Lake airport from August 16th to 22nd to provide firefighting training to the community volunteer firefighters. In partnership with the Kenora Fire Chief and the Municipality of Red Lake, Evolution Mining's Emergency Response team had the opportunity to participate in this training.

The training consisted of:

- **Fire Attack** – Crews learned that fire attack is the operation of being “offensive” or “defensive”, with some initially offensive attacks moving to defensive if conditions deteriorate.
- **RIC (Rapid Intervention Crew)** – Crews learned what their role was as standby rescuers on a fire scene. Their duties involve monitoring the situation and aiding in firefighting or as attack team support.
- **Incident Command** – Individuals had the opportunity to act as the officer in charge of all activities at the incident scene, and more.



This valuable collaboration with community fire response teams allowed the Red Lake Operation's ERT to gain essential fire training and expose them to live fire scenarios. Evolution Mining's Emergency Response Team is a critical component of the Site's safety procedures and continuous training is important to ensure the team is prepared for a variety of emergencies.



Teams demonstrated safe firefighting procedures and teamwork. They were exposed to extreme temperatures that reached 90°C. ERT members that didn't have the opportunity to attend on the date provided, were given the chance to return on another day.



RLO Processing

The Processing Team recently had an upgrade to the Campbell milling circuit. Two additional tanks were added for Leaching and 1 additional tank was added to the Detox circuit.

The two new CIL tanks were added to the front end of the solution circuit. There are few advantages that came with this move.

- Two Float Leach tanks were being used as Carbon In Leach tanks. This allowed us to turn these two tanks back into Float Leach tanks. This will give the leaching extra retention time for longer leaching and better recovery.
- The new CIL tanks were built with proper carbon lift pumps and NKM screens, which allows ease of operation of the circuit.

One additional tank was added to the Detox circuit, which now has a total of 3 Detox tanks. This will allow extra retention time to reduce the cyanide level in the solution before it is sent out to the tailings.



International Cyanide Code

Evolution Mining Red Lake has received certification in a voluntary global initiative called the **INTERNATIONAL CYANIDE CODE** in August of 2021. RLO was found to be in full compliance with the code and has maintained compliance with the voluntary code since 2010. Recertification occurs every 3 years.

The Code itself is structured into nine specific modules that essentially promote:

- Responsible management of cyanide used in gold mining
- Enhance the protection of human health, and
- Reduce the potential for environmental impacts.

Certification for our operations in Red Lake has seen us emphasize four major areas:

- Policies, procedures and training
- Infrastructure maintenance and upgrades
- Enhancements on storage and security
- Monitoring and tracking of internal systems

For more information on the Cyanide Code itself, please visit the official website at <https://www.cyanidecode.org/>



RLO UNDERGROUND COMMON CORE

Evolution Mining RLO, in partnership with the Sioux Lookout Friendship Accord and Northern College, are currently hosting the Mikinaak MineExcell - Underground Common Core Program.

Seven participants from Red Lake and Lac Seul First Nation are learning Basic Underground Common Core skills, Surface Fundamentals, and Underground Equipment and Support Operation Specialties. Participants will be on our Site for 12 weeks, learning the basic skills needed to pursue a career in Mining.

One way we support our local community and First Nations partners is by providing training and development opportunities. Evolution Mining is pleased to be hosting this enthusiastic group of trainees.

Please welcome our participants if you see them around site!



NATIONAL DAY OF TRUTH & RECONCILIATION

September 30th is the National Day of Truth and Reconciliation in Canada. On Thursday, September 28th, Evolution Mining RLO was honoured to host guests, Elder Ed Imbeault and Lawrence Angecone, to share their stories about residential schools, our shared history, and a path forward to reconciliation.

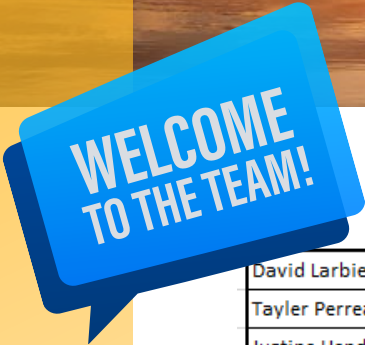
To align with Evolution Mining's Sustainability Principles, the Red Lake Operation discussed the role we, as a company and as individuals, play in reconciliation efforts. As part of the Truth and Reconciliation Commission's 94 Calls to Action, the National Centre for Truth and Reconciliation (NCTR) identifies six actions to assist individuals in supporting reconciliation efforts. These actions are:

LEARN, UNDERSTAND, EXPLORE, RECOGNIZE, TAKE ACTION, TEACH OTHERS

- Learn the history between Indigenous and non-Indigenous peoples;
- Understand the history and legacy of residential schools;
- Explore the unique intersections we have between treaty, constitutional, Indigenous, and human rights we have in Canada;
- Recognize the rich contributions that Indigenous peoples have made to Canada;
- Take action to address historical injustices and present-day wrongs;
- Teach others.



One of Evolution Mining's core values is that of respect. Respect plays a critical role in paving the way for reconciliation.



New Starters July-October 2023

David Larbie	Graduate - Metallurgy	Kyler Ackwenance	Mill Operator
Taylor Perreault	Technician- Core Facility	Andrew Thompson	Mill Operator
Justine Henderson	Administrator – Sustainability	Brent Rivers	Mill Operator
Stephen Robinson	Graduate- Mine Engineering	Damon Lands	Co-op Student -RLDHS
Mohamed Farhat	Graduate - Geologist	Alex Blekkenhorst	Mill Operator
Alex Leclerc	Technician – Environmental	Michael Gervasi	Mill Operator
Fay Ghandour	Advisor - Resourcing	Gregory More O'Ferrall	Supt. Geotechnical
Aarushi Kumar	Co – op Student – P & C	Annalise Palmeiro	Mill Operator
Jack Carswell	Superintendent – Planning	Tina Olisa	Advisor - P & C
Nicolas McGoldrick	Underground Labourer	Jonathon Irvine	Mine Surveyor



Act Like an Owner

Our Act Like an Owner initiative encourages all employees to maintain a strong focus on cost reductions and delivering operational excellence through change and innovation. The program also recognizes those in our business who show pride and commitment to their work and thinking about the bigger picture of what success looks like to Evolution. We want to continue recognizing our employees who go above and beyond and encourage all departments to participate in nominating their peers.

The FY23 ALO Winners Dinner was held on September 29, 2023 at the Red Lake Regional Heritage Centre. The dinner started with some casual conversation amongst the winners group, site leadership team, and guests. Just before dinner, a presentation was shown to the group detailing the winning nominations including:

- ★ “7 Rounds”– Jessica Plichta, Matthew Barrow, and Tim Boucha.
- ★ “AED Location List for Pocket Safety Booklets” – Olaoluwa Abijo and Kiana Day.
- ★ “Alternative Water Supply for Mill” – Jonathan Boehm.



Congratulations



LIVING OUR VALUES Spotlight on the Value of: RESPECT

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

Respect

We trust each other,
act honestly and consider
each other's opinion

Supportive Behaviours

- Arrive on time to planned meetings and do not use your phone
- Giving and receiving feedback in a constructive manner
 - Speaking up about issues/concerns openly
 - Takes the time to actively listen to their people
- Provide help willingly to others when it's needed or asked for



SAFETY EXCELLENCE ACCOUNTABILITY RESPECT

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

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