

Northern Legacy Fund takes off

Along with our partners at the Yellowknife Community Foundation, Diavik was proud to help launch a new fundraising campaign to raise money for education, health, and community projects across the NWT.

The **Northern Legacy Fund** plans to raise \$3 million by 2028. Once that goal is reached, the fund will support community initiatives and non-profit organizations, providing \$125,000 each year to projects in the North.

Diavik is the fund's lead sponsor and started the campaign with a \$225,000 donation, with a cheque presented at the launch at the Yellowknife Visitor's Centre in November. The funds were raised by the **copper wire recycling program**, which is run by former Diavik employee Diane Hache.

In addition to its initial donation, Diavik matched all donations made to the fund up to \$100,000 on Giving Tuesday (December 3). For more information, visit northernlegacyfund.ca.



YKDFN career workshop

In November, Diavik team members attended an employment skills workshop hosted by the Yellowknives Dene First Nation (YKDFN) at the Aurora College campus in N'dilo.

The Diavik team shared information on career opportunities with community members who have an interest in mining or heavy equipment operation.

Diavik remains committed to Northern employment opportunities through closure. In 2023, over 230 full-time equivalent positions at Diavik were Northern Indigenous employees.

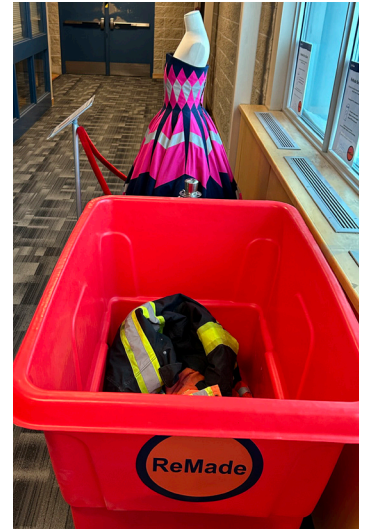


ReUse, Relmagine, ReCycle

In November, Diavik launched an exciting recycling project called **ReMade** on site. The project will reduce the number of items going to the landfill, specifically Diavik's used fabric Personal Protective Equipment (PPE) — items like coveralls and high-visibility vests.

We aim to be the first mine site in the world to turn textile trash into treasure, giving the items a second life. Diavik is working with local artists to create economic opportunities through the creation of these repurposed items.

Used PPE is being collected at site, will be sent off site and provided to artists and craftspeople across the North, who will convert it into bags and other accessories.



Holiday craft market

Diavik organized a much-anticipated Holiday Craft Market in December. Held in the gymnasium at the mine site, the market featured 12 talented Northern artists and artisans from across the North.

Each artist had a table set up to display and sell their unique creations. The market was well received by both the artists and employees, who appreciated the opportunity to support local artists and purchase one-of-a-kind gifts. Thank you to all of the artists who travelled to site and made this memorable holiday event possible!



Learning from Dene legends

Lila Fraser Erasmus, the owner of Naturally Dene products, recently visited the Yellowknife corporate office to share learnings from her Dene culture, and speak about the connection between land, water, wildlife, and Indigenous peoples.

She shared how caribou are connected to Indigenous peoples as family, and of the heart beating at the bottom of Great Bear Lake. Lila also spoke about the history of the sacred tree at Wilideh. Through these fascinating stories, she illustrated the bond between the Dene people and their environment.



We were honoured to hear Lila share the teachings deeply embedded in the land, plants, and animals, which are integral to Indigenous medicinal practices. Her business offers cultural workshops that emphasize the value of Indigenous Traditional Knowledge: www.bowsandarrows.earth.

Partners on site

In October, Diavik hosted a closure workshop for Tłı̨cḥo Government participants. The group discussed the mine's closure plans and the integration of Traditional Knowledge into our activities.

The workshop was an opportunity for Traditional Knowledge holders and Tłı̨cḥo Government technical staff to engage with Diavik staff and view the site in person as we continue with progressive reclamation activities. The group primarily discussed water quality but also touched on vegetation and land considerations.

We were thrilled to welcome our Tłı̨cḥo partners to site and look forward to continuing to engage with all our Indigenous Government partners as we progress toward closure.



Closure spotlight: RED

As part of Diavik's closure work, we are working to ensure Northern partner communities are able to manage the economic impacts of closure. A key part of the plan is our Regional Economic Development (RED) strategy, led by senior advisor **Mellisa Mercredi**.

Mellisa works with Indigenous Government partners on finding economic opportunities through our closure activities – such as maximizing Northern participation in contracts, supporting entrepreneurship and new businesses, and building capacity.

Recently, Mellisa and Sourcing Superintendent **Erich**



Monroe attended the Canadian Council for Indigenous Business trade show in Edmonton. The event included leaders from the business arms of our Indigenous partners, whose attendance was sponsored by Diavik, creating an opportunity for networking and knowledge sharing to help with the economic transition.

Award-worthy

Diavik was proud to receive the Environmental, Social & Governance Award at the 2024 MAX Awards ceremony in Yellowknife. The MAX Awards recognize excellence in the mining and resource industry in the Northwest Territories.

Diavik was recognized for its commitments to communities and to the environment, specifically for three major projects completed last year:

- The Frame Lake aerator project in Yellowknife
- The on-site solar energy facility with 6,600 panels
- Establishing the Yellowknife Community Foundation's Northern Legacy Fund (see story on page 1)

It is also a recognition of our ongoing commitment to a resilient and prosperous North, as we continue working towards Closing Responsibly, and Closing with Care.



New Red Seal mechanic

Diavik is proud of our new Red Seal mechanic, **Preston Doolittle**. Preston, who lives in Yellowknife and is a member of Délı̄ne First Nation, works as an apprentice Heavy Equipment Technician at Diavik. He recently passed his Level 3 apprenticeship training and is continuing on to complete his Level 4 training.

Preston's commitment to excellence is evident in the awards he's received for top marks throughout his training, and his stellar work at Diavik. Congratulations, Preston!



Tourism scholarship winner

Congratulations to **Taylor Schear**, the winner of 2024's Rio Tinto Indigenous Student Scholarship! The \$2,000 scholarship is awarded to a qualified Indigenous student attending a post-secondary institution in an accredited Tourism and Hospitality program.

Taylor is a member of the Tłegohı̄ Got'ı̄ne Government (Norman Wells Land Corporation) and the Fort Good Hope Dene Band. She is pursuing a Bachelor's degree in Recreation, Sport, and Tourism, and says she is committed to enhancing her knowledge in land-based programming and Indigenous culture. Taylor has participated in various leadership and land-based programs and is passionate about contributing to the tourism industry in the NWT.



Appreciating Northern arts

Over the holiday season, Tłı̄chǫ painter **James Wedzin** came to Diavik to lead arts workshops for employees and contractors, sharing his knowledge and craft. Participants painted a small canvas under Wedzin's instruction, learning new skills while also taking home a unique keepsake.



While at Diavik, James also painted a mural that will hang on the wall in our **MyPath Centre** (pictured below). MyPath is Diavik's program to help employees transition to their next career path or chapter after closure. We're immensely grateful to James for sharing his talent with our Diavik team, and honoured to have his work hang at site!

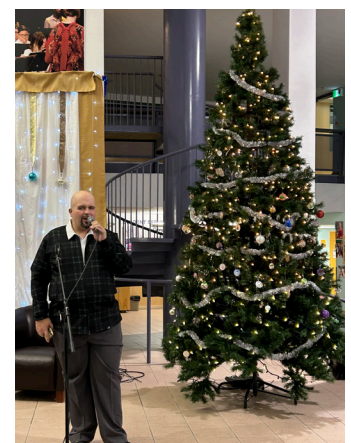


Community giving

Rio Tinto and Diavik have given millions of dollars to causes in Northern communities over the life of the mine. This holiday season was no exception.

As part of 16 Days of Activism against Gender-Based Violence, Rio Tinto supported the **NWT Native Women's Association** with a \$25,000 donation. The organization works to ensure NWT Indigenous women and their families are empowered, supported, and safe.

Diavik also supported the **Northern Arts and Cultural Centre** (NACC) with a \$20,000 donation. HR team member Kevin MacDonald (pictured) spoke about our commitment at NACC's 40th anniversary celebration.



Sharing cultural values



In December, Diavik employee **AJ Catholique** volunteered at École It'ò school in Yellowknife to teach elementary students about beaver (t'sa) skinning and hides. AJ's dedication to sharing Traditional Knowledge with the younger generation is a testament to his commitment to preserving cultural heritage.

AJ, who is from Łutsel K'e, is a member of our Process Plant team, and is not only a leader in traditional games at our site, but also lives the spirit of community and cultural preservation.

Diavik supports employees who participate in traditional activities, and we are proud to have team members like AJ who contribute to both our operations and the cultural richness of our community.

Connecting on ethics and compliance

Michal Sulek, Rio Tinto's Compliance Lead for the Americas, recently led a workshop on Ethics & Compliance in Yellowknife with our key contracting partners. The purpose was to prepare for risks as we move closer to closure, communicate expectations as an ethical company, discuss our Code of Conduct, and strengthen our mutual partnerships.

The participants in the workshop are pictured below. From left: Elizabeth Du Plessis, Det'on Cho Logistics – G&G Expediting; Gord Peckford and Michelle Keating, Det'on Cho Nahanni Construction Ltd; Myles Cane, Det'on Cho Summit Aviation; Moira Gustafson, Diavik; Bob Schnurr, Air Tindi, Sarah Hunt and Betty Anne Nickerson, Tli Cho Logistics; and Michal Sulek.



Closing Responsibly, Closing with Care

One-of-a-kind

Diavik worked with Ekati and Gahcho Kué diamond mines to support Adopt-a-Family Yellowknife at the 2024 MAX Awards charity auction in November. Each company donated a diamond to the creation of a stunning, one-of-a-kind pendant that was auctioned off at the awards ceremony.

Brian Cornick, CEO of Cando Rail & Terminals, became the proud owner of this stunning diamond pendant with a \$17,500 donation. In total, the auction raised over \$33,000 to support families in need in the NWT this holiday season.



Upcoming events

AME Roundup conference (Vancouver)	January 19-23
One-year anniversary of Fort Smith plane incident: Feeding the Fire ceremonies at site	January 23
Still Dark Festival (Yellowknife)	Jan. 31 – Feb. 2
Kitikmeot Trade Show (Cambridge Bay)	February 5-7

Diamond spotlight – Beyond Rare

In October, Rio Tinto launched its 2024 **Beyond Rare Tender**. The collection of rare diamonds was inspired by classic art and includes some of the most brilliant diamonds from Diavik. The sale included pink diamonds from Argyle mine in Australia along with yellow and white diamonds from Diavik, some of which are pictured. They were showcased in London, Australia, Singapore, and Belgium. Many of the diamonds were sold to luxury jewellers, where they will be turned into one-of-a-kind pieces.



We want to hear from you!

To share your feedback with us, email DiavikCommunities@riotinto.com