

**> RUPERT
RESOURCES 2021
SUSTAINABILITY
REPORT**

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> CEO STATEMENT

Welcome to Rupert Resources' inaugural sustainability report. The purpose of this report is to communicate to our stakeholders meaningful information about our business and our environmental, social, and governance (ESG) activities, commitments, and goals.

The theme of this year's report reflects the importance that we place on being good corporate citizens and conducting business in a way that's beneficial to all our stakeholders. Our work in mineral exploration and development brings with it highly specific environmental stewardship responsibilities. We are equally committed to safeguarding the health, safety, and vitality of our workforce and the communities in which we operate.

Our vision for corporate social responsibility and sustainable operations continues to centre around the following commitments:

- > Improving our health and safety to provide a safe working environment
- > Ensuring good working conditions and fair treatment for our employees
- > Supporting local communities and the economy
- > Promoting gender equality in our operations
- > Limiting our environmental impact
- > Complying with or surpassing applicable and relevant legal and regulatory requirements whilst aiming to achieve standards of international best practice
- > Identifying, assessing, and managing risks associated with our operation to employees, contractors, the environment and communities
- > Communicating and engaging with employees, contractors, and all stakeholders to build relationships based on transparency, trust, and mutual involvement, and to share responsibility for meeting these corporate aims
- > Conducting our business relationships with integrity, and honouring our trading commitments
- > Integrating sustainable development into investment decision-making
- > Demonstrating leadership and embedding the behaviours of sustainable development values across our operations
- > Using our position to raise awareness of corporate social responsibility with contractors, clients, and investors

> CEO STATEMENT

We're proud to present this report as the culmination of work begun in 2018 to implement a formal sustainability strategy into our operations as we move through the permitting phase to the design and development phases of our Ikkari exploration site in Northern Finland. Towards this end we have completed stakeholder analysis, identified high priority material topics, assessed relevant sustainability frameworks, and scanned our industry and beyond for models of best practice.

We welcome and encourage your feedback on this report through our website or any of our other communication channels.



James Withall
CEO, Rupert Resources Ltd



James, second from right, with members of the Rupert team

> CHAIRMAN'S STATEMENT

It gives me great pleasure to share with you, stakeholders of Rupert Resources, our very first sustainability report.

The information gathered here tells the story of a company committed from day one to exploring and developing resources sustainably. As a fiduciary body we are ever mindful that acting responsibly in business and as an industry is vital to our success long-term. The values and actions detailed in this report truly reflect that commitment and mindfulness.

On behalf of our board, I'd like especially to commend our employees for helping to move our sustainability programme forward and for their contributions to this report. We are able to have a positive impact on people and their surroundings both inside and outside of our organisation because of their dedication and drive.

Finally, I would like to convey how proud we are to be new participants in the United Nations Global Compact (UNGC), a public commitment we make to principles of human rights, labour, the environment, and anti-corruption. This report forms our first communication on progress to the UNGC, and we look forward already to next year's update.



Gunnar Nilsson
Chairman of the Board
Rupert Resources Ltd

> RUPERT RESOURCES

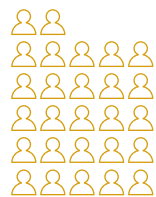
Rupert Resources Ltd, founded in 1981, is a limited company engaged in the acquisition and exploration of mineral properties in Finland. It is headquartered in Toronto, Canada and is listed on the TSX Venture Exchange, symbol RUP.V.

Rupert Finland Oy is a subsidiary company owned by Rupert Resources Ltd and based in Sodankylä, Finland. It was founded in 2016 to facilitate local management of the Rupert Lapland Project in the Central Lapland Greenstone Belt in Northern Finland. The project consists of the multimillion-ounce Ikkari gold discovery and the Pahtavaara mine.

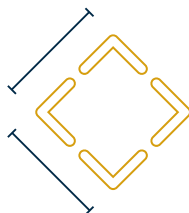
The Ikkari discovery is currently in exploration phase with systematic gold and copper exploration ongoing in permitted areas. Geophysical measurements, base of till geochemical sampling, and diamond drilling are used as exploration methods. Mining operations at Pahtavaara were suspended in 2014 by a previous owner. The mine is no longer producing and is now in care and maintenance.

For the purposes of this report, we refer to the activities of these companies as one 'Rupert Resources'. The focus of most of the activities and commitments described here relate to the Rupert Lapland Project.

> KEY FACTS AND FIGURES 2021



27
Employees



595 KM²

Rupert Lapland Project
total land area

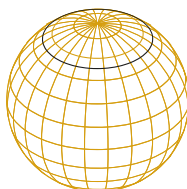


69M

CAD investment by
Rupert Resources on
properties in Finland



49
Contractors



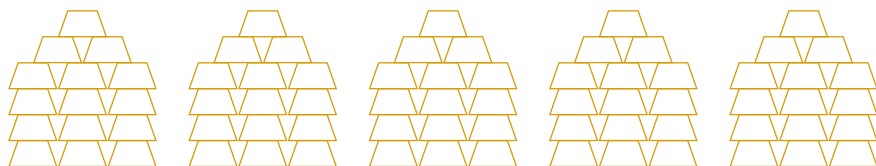
67.4°N

Latitude



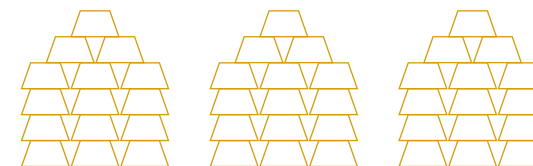
2 YEARS

systematic, science-
led exploration of
land package



3.95Moz

Reported mineral resources: Ikkari
49.33M tonnes of 2.5g/t gold



> BASELINE RESOURCES

The mineral resource estimate for Ikkari is reported in accordance with NI 43-101 and has been estimated using the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) Estimation of Mineral Resources and Mineral Reserves Best Practice Guidelines.

This mineral resource estimate was calculated using the multiple indicator kriging method (MIK) and is classified as inferred mineral resource as defined by the CIM. Numbers are affected by rounding.

The estimate was reported using cut-offs of 0.6g/t Au for mineralisation potentially mineable by open pit methods and 1.2g/t Au for that portion that is potentially extractable by underground methods. The cut-offs were based on a gold price of US\$1430/oz Au, with a 92% overall recovery and costs derived from benchmarks and first principles.

	Cutoff grade (g/t Au)	Tonnes (Mt)	Average grade (g/t Au)	Gold metal (Mozs)	Gold metal (Kg)
Open pit	0.4	34.44	2.3	2.58	80,200
	0.6	30.53	2.6	2.51	78,200
	0.8	27.14	2.8	2.44	75,900
	1.0	24.47	3.0	2.36	66,500
Underground	1.0	23.56	2.1	1.60	49,800
	1.2	18.80	2.4	1.44	44,600
	1.3	17.34	2.5	1.38	42,800
	1.5	13.65	2.8	1.21	37,700
Open pit	0.6	30.53	2.6	2.51	78,200
Underground	1.2	18.80	2.4	1.44	44,600
Total		49.33	2.5	3.95	122,800

The Mineral Resource estimate for the Ikkari Project is reported in accordance with National Instrument 43-101 ("NI 43-101") and has been estimated using the Canadian Institute of Mining, Metallurgy and Petroleum ("CIM") "Estimation of Mineral Resources and Mineral Reserves Best Practice Guidelines". This mineral resource estimate was calculated using the multiple indicator kriging method (MIK) and is classified as Inferred as defined by the CIM. Numbers are affected by rounding. The estimate was reported using cut-offs of 0.6g/t Au for mineralisation potentially mineable

by open pit methods and 1.2g/t Au for that portion that is potentially extractable by underground methods. The cut-offs were based on a gold price of US\$1430/oz Au, a 92% overall recovery with costs derived from benchmarks and first principles (see the technical report entitled "NI 43-101 Technical Report: Ikkari Project, Finland" with an effective date of September 13, 2021 prepared by Brian Wolfe, Principal Consultant, International Resource Solutions Pty Ltd., an independent qualified person under National Instrument 43-101 – Standards of Disclosure for Mineral Projects).

> OUR STAKEHOLDERS

We proactively engage and welcome feedback from all of our stakeholders — including our employee and contract workforce, our investors, government and communities local to our operations, environmental advocacy groups, as well as industry peers — and review their needs and expectations on a regular basis.

Our people

Job security and awareness of plans and initiatives that impact workers and their families are important considerations for our operations. We have visible and accessible local management at our headquarters in the town of Sodankylä to ensure our Rupert Lapland Project employees and contractors receive prompt communications and can have a dialogue directly with our leadership team.

Investors

While overall company value and financial performance are key concerns for our investors, increasingly important is how we address environmental, social, and governance (ESG) topics and integrate these into our strategy and risk management approach. Our sustainability strategy work has incorporated the requirements and considerations of Sustainalytics and other indices to support investor decision-making. We communicate with our investor community regularly in the public domain.

This report and future annual sustainability reporting is intended to provide further transparency and disclosure on our activities, including regulatory and voluntary compliance activities, and our alignment to external sustainability frameworks and standards.

Local government

We are engaged with the local municipality and other government departments on plans for infrastructure and economic developments and we aim to be transparent about longer-term planning for the full lifecycle of mining operations to ensure taxation, budget, and planning activities are aligned.

Local communities

Access to nature is important to local life and culture in the exploration and mining areas in Lapland. Preserving traditional livelihoods, natural habitats, reindeer pastures, clean water, air, and regional biodiversity are critical to our ongoing presence in the area, as is the creation of jobs and diverse opportunities that allow local families to thrive. We have established a programme of ongoing engagement through village meetings and other direct channels to foster good communication and to ensure we are on hand to respond to concerns and make things right.

> OUR STAKEHOLDERS

Environmental advocacy groups

We are committed to environmental protection and we strive to be transparent about our environmental impacts through our communication channels and reporting. We welcome planned visits to our exploration sites to observe our operations, and we are open to mutually beneficial partnerships with environmental research and monitoring groups on specific risks and issues.

Industry peers

Rupert Resources is a member of industry association FinnMin and is one of a number of mineral exploration companies operating in Lapland. With similar challenges around local engagement and potential skills shortages, we launched the *Malmimarkkinat* (Exploration Fair), an annual gathering of our industry peers where residents have the opportunity to learn about mining and mineral exploration activities and opportunities and speak directly to company representatives.



> OUR STAKEHOLDERS

Core team

- > Full time on the project/team (e.g. project managers, engineers, management).
- > Critical to delivery and require defined scope of work and ongoing communication.

Involved

- > Regularly providing input or helping to move work forward.
- > This multi-disciplinary input is crucial for successful design of the project.
- > Close collaboration is important.

Actively engaged

- > Part of some of the processes and decision making, have a role to play beyond occasional feedback.
- > Can become key supporters and promoters if managed correctly.

Informed

- > Want to stay up to date and will provide feedback when necessary.
- > Limited influence on outcomes.



> STRATEGY AND FRAMEWORKS



Our sustainability strategy work, including this report, has been informed by and aligned to a number of recognised sustainability standards including the Global Reporting Initiative (GRI), the Future-Fit Business Benchmark, and the Task Force on Climate-related Financial Disclosures (TCFD). We align ourselves to the globally-recognised Paris Agreement and Finland's 2035 net zero target. We are formally committed to three further frameworks which steer our sustainability strategy and action.

International Council on Mining and Metals (ICMM)

We benchmarked against ICMM's ten Mining Principles which set out environmental, social, and governance best practices. We have started to integrate these into our management systems.

Principle 1: Implement and maintain ethical business practices and sound systems of corporate governance.

Principle 2: Integrate sustainable development considerations within the corporate decision-making process.

Principle 3: Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.

Principle 4: Implement risk management strategies based on valid data and sound science.

Principle 5: Seek continual improvement of our health and safety performance.

Principle 6: Seek continual improvement of our environmental performance.

Principle 7: Contribute to conservation of biodiversity and integrated approaches to land use planning.

Principle 8: Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.

Principle 9: Contribute to the social, economic and institutional development of the communities in which we operate.

Principle 10: Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.

> STRATEGY AND FRAMEWORKS

United Nations Global Compact (UNGC)

In October 2022 our application for UNGC participation was accepted. As UNGC participants we align our operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption.

The Finnish Network for Sustainable Mining (FNSM)

As members of the Finnish Mining Association (FinnMin) we are committed to develop our operations according to the sustainable exploration and sustainable mining standards set out by the Finnish Network for Sustainable Mining. The sustainable exploration standard includes requirements on environmental, safety, and community topics. We conducted a self-assessment against the sustainable exploration standard in 2022 and identified action points for further improvement. Our overall goal is to reach level A of the publicly-available standard as a minimum. We also post an annual CSR report to the Finnish Network for Sustainable Mining webpage, kaivosvastuu.fi, where local stakeholders can easily access our information.



Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

> OUR VALUES

At the core

Throughout our mineral exploration and future mining activities we maintain a continuous focus on value creation and returns while ensuring the highest standards of environmental stewardship and responsible business conduct.

We've defined this set of core values which are embedded in our operations and guide us as we move forward.

Responsible

We take ownership of our actions and impact on stakeholders, the environment and each other.

Open

We are honest in our communications with our colleagues and other stakeholders, embrace diversity and are open to new ideas.

Respectful

We work with integrity and are mindful of our colleagues and communities.

Effective

We systematically meet our goals through considered and efficient application of our resources.

Sisu

We are hardworking and resilient. We have *sisu*.

> THE ROLE OF EXPLORATION

Meeting demand in a sustainable way

The objective of our exploration programme has been to identify and develop mineral discoveries of scale and quality. We define this as having high economic margins to justify extraction with the potential for low environmental impact. Without new discoveries the industry faces a future of falling grades, higher costs, and increasing emissions. Sustainability in our industry means operating in a transparent and environmentally sensitive way through all phases of exploration, extraction, production, and reclamation. It also means acknowledging our social purpose in the communities in which we operate, aligning with and supporting them in meaningful ways.



> MATERIAL TOPICS

As part of our sustainability strategy development we've carried out a formal materiality assessment to identify topics with significant economic, environmental, and social impacts, or considered influential to the decisions of stakeholders.

Our approach to materiality

We have identified these priority material topics following a review of key issues addressed in the mining standards and sustainability frameworks, a review of reporting within our industry, and a round of interviews with a representative sample of stakeholders. We plan to revisit these topics regularly with our stakeholders to ensure we continue to focus on the subjects that matter.



Legacy

- > Role of metals and mineral exploration in society



Environment

- > GHG & energy management
- > Biodiversity preservation & ecological impacts
- > Tailings & waste management



Social

- > Community relations
- > Cultural heritage and tradition
- > Local economic development and job security



Governance

- > Legal & environmental compliance
- > Transparency, communication, and engagement



ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is one of our top priorities as an organisation, and we are committed to understanding, managing, reducing, and reporting on our environmental impacts.

Governed by policy

Our environmental policy is accessible to all stakeholders and interested parties via our website. It sets out our strategy for good environmental management to meet the needs of present and future generations. Through it we make the following commitments:

- > We meet or exceed the requirements of all applicable national environmental laws and regulations and, where necessary, apply best available techniques and international best practice management to environmental protection and worker and community health.
- > We employ efficient resource use and responsible management of all waste streams.
- > We respect all environmental designations for protected areas to maintain high quality ecosystem function and assess ways to contribute to biodiversity conservation and ecosystem protection.
- > We manage environmental risks and work in a transparent manner with local stakeholders to create a culture of trust and cooperation.
- > We implement effective management systems and action plans.
- > We conduct regular environmental reviews and assessments and act on the results, to establish a cycle of continuous improvement for the project lifetime and beyond.
- > We promote a culture of good environmental management both at the mining operation and in the wider community.
- > We continually assess ways to reduce direct and indirect greenhouse gases. We work and align with the government and civil society groups and organisations to address climate change. We act as responsible stewards of our assets and operate in accordance with environmental standards and best practice.



ENVIRONMENTAL STEWARDSHIP

Embedded in our operations

Our management team, employees, and contractors are aware — through internal company communications, induction materials, and training — of their roles in achieving our environmental objectives. Their responsibilities include:

- > complying with environmental policy principles;
- > integrating environmental concerns in day-to-day work ethics; and
- > taking ownership of environmental management plans and programmes.

Our compliance commitments includes financial responsibility in the form of a security deposit in accordance with the Finnish Environmental Protection Act in the amount of €640,000. A further €210,000 security has been deposited for the mining permit area and €42,000 for exploration permit areas in accordance with our obligations under the Mining Act.



Rupert staff geologists at drill rig

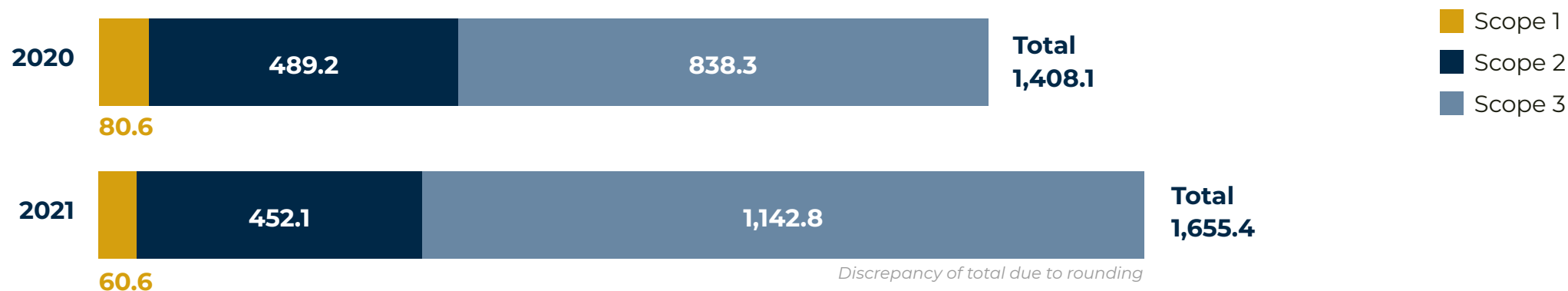


ENERGY AND EMISSIONS

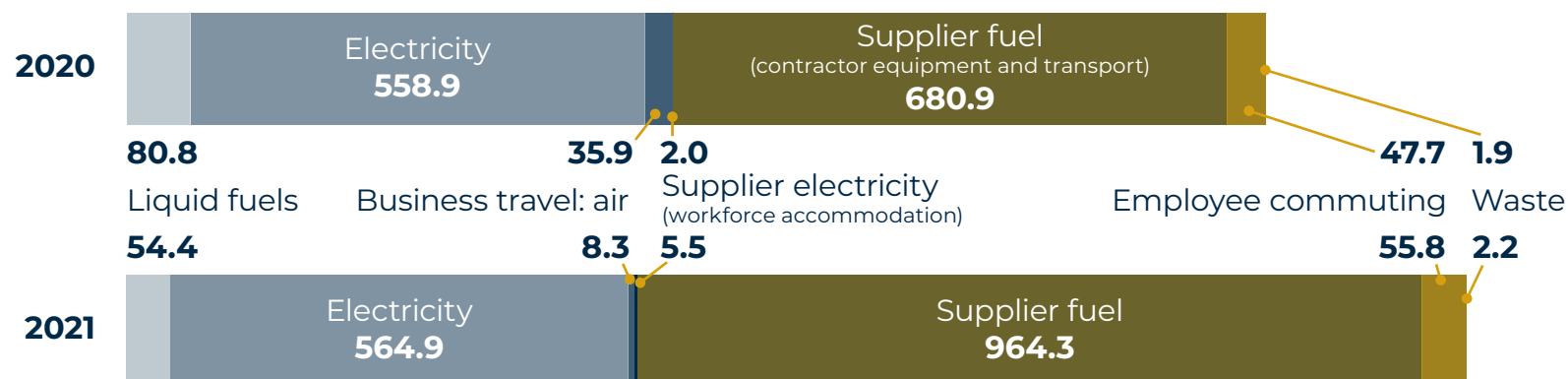
We've measured energy usage and other emissions source data for the full years 2020 and 2021 in line with GHG Protocol accounting and reporting principles. Our data collection included Scope 1 fuels and Scope 2 electricity used for transport and exploration activities at the Rupert Lapland Project site. Liquid fuel (diesel) consumption totalled 25,602 litres in 2020 and 17,422 litres in 2021.

Electricity consumption totalled 2.2 GWh in 2020 and 2.5 GWh in 2021. We also measured Scope 3 business travel, employee commuting, waste, and supplier fuel and electricity used by our contractors for site work, transport, and accommodation. UK DEFRA and publicly available international GHG factors were used to calculate the emissions inventories below and on the following page.

Greenhouse gas emissions, measured in tonnes of CO₂ equivalent (tCO₂e)



Emissions by source





ENERGY AND EMISSIONS

Emissions intensity

2020	tCO ₂ e/FTE	tCO ₂ e/drilled metre	tCO ₂ e/gold in inferred resources (ounces)
Scope 1	3.836	0.0039	0.0002
Scope 2	23.297	0.0235	0.0010
Scope 3	39.920	0.0403	0.0018
All scopes	67.053	0.0676	0.0030

2021	tCO ₂ e/FTE	tCO ₂ e/drilled metre	tCO ₂ e/gold in inferred resources (ounces)
Scope 1	2.884	0.0029	0.0001
Scope 2	21.526	0.0217	0.0010
Scope 3	54.419	0.0549	0.0024
All scopes	78.829	0.0795	0.0035

Emissions disaggregated by greenhouse gas

Different greenhouse gases have different warming potentials and potencies, so the sum of the tonnes of these gases will not equal the tonnes of CO₂e. For example, one tonne of N₂O does not equal one tonne of CO₂e.

2020	Total	tCO ₂	tCH ₄	tN ₂ O
Scope 1	80.558	79.509	0.012	1.038
Scope 2	489.236	data not available	data not available	data not available
Scope 3	838.322	596.349	0.079	7.863
All scopes	1,408.116	675.858	0.091	8.901

2021	Total	tCO ₂	tCH ₄	tN ₂ O
Scope 1	60.564	59.763	0.013	0.788
Scope 2	452.05	data not available	data not available	data not available
Scope 3	1,142.799	799.192	0.115	11.624
All scopes	1,655.414	858.955	0.127	12.412

CO₂ = carbon dioxide CH₄ = methane N₂O = nitrous oxide



WATER AND EFFLUENTS

In line with ICMM recommendations, we are keen to ensure our water stewardship practices are effective, transparent, and inclusive of all stakeholders — particularly those living and working locally.

Water risks

Water resources in the Rupert Lapland Project area are abundant and of good quality. According to the Aqueduct Water Risk Atlas, the area is rated low risk overall on indicators including water stress, depletion, drought, wastewater discharge, sanitation, and eutrophication.

There are two class 2 dams in the immediate Pahtavaara region. Under the Finnish classification system, a class 2 dam is one 'which in the event of an accident may cause danger to health or greater than a minor danger to the environment or property.' The Aqueduct Water Risk Atlas indicates there is a higher than average risk of impacts to local communities in the area in the event of riverine flooding. We have in place a plan for controlled mine closure in unexpected situations should this or other unforeseen events occur.

Due to its geological composition, specifically the absence of significant sulphide material in historically mined areas, Pahtavaara ore has very high neutralisation potential. This means the Acid Mine Drainage (AMD) risks, and any consequent impacts on aquatic life, are low.



Continuous water monitoring stations at Saittajori river



WATER AND EFFLUENTS

Water management and monitoring

As part of our pre-production activities to assure high standards of water quality, we have undertaken baseline studies to understand the impact of previous operators at Pahtavaara and begun to carry out systematic environmental monitoring.

We have contracted EHP Environment Ltd to install real-time environmental monitoring stations to measure stream flows, cloudiness, and pore water pressure in groundwater monitoring wells in Ikkari. We have engaged Eurofins, a global leader in environmental testing, to perform all of our water sampling and analysis. We regularly submit water monitoring results as well as an annual environmental monitoring report to our supervising authority, the Centre for Economic Development, Transport and the Environment of Lapland.

Seeding of the Pahtavaara tailings dam mitigates potential dust pollution and is a potential remediation method.



100%

of non-potable site water consumption is recycled rainwater and mine drainage



0.46 MILLION M³

Discharge water outside the mine area



1500 kg

Seed sown at tailings ponds



WASTE MANAGEMENT

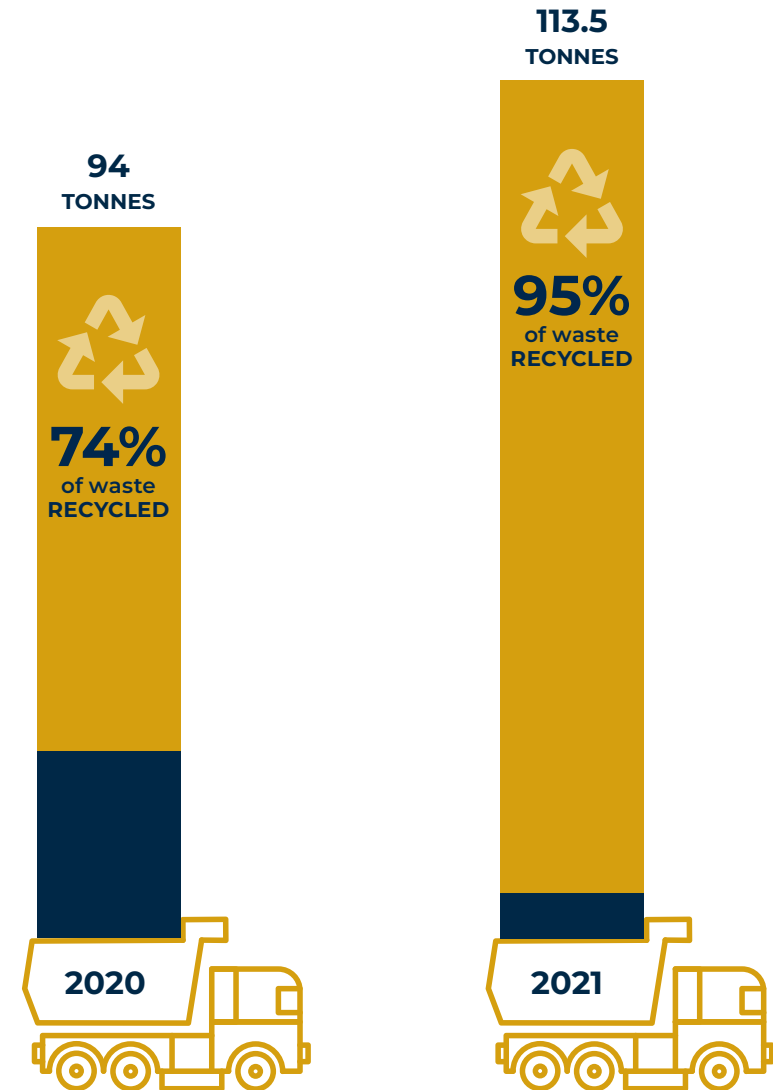
In line with ICMM Principle 6, we aim to identify and manage potential risks relating to the transportation, handling, storage, and disposal of all hazardous materials.

A rigorous approach

As part of our pre-production activities at Ikkari we are undertaking a comprehensive third-party environmental risk assessment by environmental consultancy AFRY. This assessment includes three separate risk assessment workshops with key personnel on the topics of exploration activities, the Pahtavaara mine, and the Ikkari project. As per ICMM guidance, a site-specific operation, maintenance, and surveillance (OMS) manual for Pahtavaara tailings dams will also be produced in due course.

We do not currently use mercury or cyanide in our extraction or processing activities. A physical separation process using cyclones and shaving tables is in use at Pahtavaara. At present we do not handle or transport hazardous substances or waste with the exception of small items like batteries and electronics. These are traceably disposed of in accordance with the Finnish Waste Act and applicable decrees.

Waste metrics





BIODIVERSITY AND ECOLOGY

‘We have a unique and urgent opportunity in the Arctic to conserve large, undisturbed ecosystems and the species and cultures they support. Doing so will help protect the integrity of Arctic biodiversity and the sustainability of Arctic communities. The future of the Arctic and its biodiversity requires an active and decisive approach to conservation and sustainability.’

— Arctic Biodiversity Assessment Report for Policy Makers published by the Conservation of Arctic Flora and Fauna (CAFF)

Respect for nature

The Arctic environment surrounding the Rupert Lapland Project is under pressure from a number of threats. While it is widely acknowledged that the most significant threat is climate change, activity in the area also has the potential to disrupt the life cycles of individual species and negatively impact overall biodiversity.

We have a number of controls in place to ensure we carry out our work in an environmentally responsible manner. Our environment policy binds us to comply with designations for protected areas and to contribute where we can to biodiversity conservation and ecosystem protection. Risks and impacts to biodiversity are assessed in each area before any exploration activity is started, and physical work is designed if needed so that all environmental values specific for that area are taken into account.

We have engaged Finnish environmental consultancy Envineer to carry out our environmental impact assessments at Ikkari. They bring strong local expertise to these initial stages of the Rupert Finland Project. We are currently in the process of planning long-term biodiversity monitoring for 2023.



BIODIVERSITY AND ECOLOGY

Awareness and communications

We ensure, through induction and training processes, that our employees and contractors understand environmental permit conditions with regard to waste management, oil spill cleaning materials and activities, the plugging of drill holes, and endangered species. We report internally on environmental management on a monthly basis.

We make use of forestry roads and keep records of any damage to trees. We strive to minimise such damage, and we compensate landowners should any damage occur.

We time our operations with awareness and caution regarding ecological cycles. This includes avoidance of eagle nesting sites during breeding season, cessation of work in swamp areas during summer, and aligning work with our monitoring of reindeer herding activities. Through assessment activities we have identified important strains of brown trout and grayling breeding in our water catchment. We monitor the health of these populations as part of our biodiversity and water quality monitoring regimes.



Diamond drilling, Ikkari



CULTURAL HERITAGE AND TRADITION

Our social responsibilities take priority in our business operations. That extends to respect for World Heritage and other heritage sites, legally designated protected areas, and respect for the local cultures and traditions at our exploration and mining sites.

Guided by policy

Through our communities policy, available publicly on our website, we commit to identifying the communities and other stakeholders in our operations and to engaging with them in a culturally appropriate and transparent manner at an early stage and throughout the lifecycle of our operations for mutual benefit and in order to facilitate active participation. We likewise commit to respecting rights, local traditions, interests, and cultures of local communities, including minority groups and indigenous peoples as defined by the UN, and to preserving cultural and historical heritage sites in the areas in which we operate.

Pastoral traditions

Rupert Resources has been conducting exploration in Sodankylä since 2016. Our exploration permit areas are located north of the Sodankylä municipal centre in the vicinity of the Pahtavaara mining area and in the west around the village of Jeesiö and include areas used by the Sattasniemi reindeer herders.

Although we are not operating on indigenous Sami lands, our exploration and mining activities take place within the Sattasniemi reindeer herding area, known locally as a *paliskunta*. We have regular dialogue with the reindeer herding community and have acquired GPS collars for reindeers for the Sattasniemi herd in order to monitor the movement and rotation of the animals.

We are also sensitive to local traditional recreation activities in the area, such as berry picking, foraging, and hunting, which are closely linked with the natural environment. Through our communities policy we are committed to ensuring any activities taking place on private lands will happen with the free, prior, informed consent of the landowner. We pay for any tree damage caused by our activities and have set aside compensation funds in accordance with our exploration permits.



CULTURAL HERITAGE AND TRADITION

Local impacts

The town of Sodankylä provides most of the local support services for the Rupert Lapland Project. Small businesses involved in forestry, agriculture, and manufacturing dominate the regional industrial base. There are also several hotels, shops, and restaurants which accommodate a growing year-round influx of tourists into Lapland.

We recognise that exploration and mining activities can negatively impact traditional and recreational land use in the surrounding area. The existing Pahtavaara mine, which we acquired in 2016, has affected the area's original recreational

uses. Ongoing remediation and reclamation activities by Rupert Resources include surface replanting and planting of the tailings pond. We are trialling these methods of vegetation cover and have instituted a regime to monitor effectiveness.

Mining operations have not yet started at the Ikkari discovery site, but we are beginning with the end in mind with a programme of environmental and social impact studies and assessments (ESIAs) to ensure minimal disruption to traditional and recreational uses of the land.



Reindeer grazing on restored tailings pond at Pahtavaara



COMMUNITY RELATIONS



17

community
engagement
events in 2021

We strive to be open and proactive in communications with local stakeholders, including residents of local villages and towns, existing and potential mine workers, and representatives of regional and national government departments.

A co-operative approach

Every autumn we schedule a round of local stakeholder meetings to inform residents and answer questions about upcoming work and plans. The meetings take place in the town of Sodankylä and in the five villages of Rajala, Tepsa, Vaalajärvi, Jeesiö, and Sattanen. We also meet with other local stakeholders and authorities regularly. These meetings function as communication sessions where local interested parties can meet our employees and ask questions directly about our operations. They also function as part of our feedback and grievance processes.

Outside of these engagement sessions, ad hoc questions, comments, and requests from the local community are always welcome online, by phone, or in person. Should issues of concern to local residents arise while work is in progress, employees and contractors are instructed to cease operations and contact our CEO immediately. All our management team meetings are planned with time allotted to stakeholder interaction.

In early 2022 we launched our first annual survey to collect feedback and comments from local landowners and other stakeholders. The survey was sent by mail to more than 1,000 recipients and was also accessible via our website. More than 300 participants responded with a majority (57%) of respondents indicating that they felt Rupert Resources did 'well' or 'very well' at taking local communities into account in its operations.



The town of Sodankylä



COMMUNITY RELATIONS

Local stakeholder survey 2022

How well have you been informed about company operations? (282 responses)



How company takes local communities into account in its operations. (314 responses)



How company takes environmental issues and sustainable development into account in its operations. (315 responses)



What do you think of the company's way of working? (313 responses)



1117 residents surveyed
323 responses received

Very dissatisfied Dissatisfied Neutral Satisfied Very Satisfied



LOCAL ECONOMIC DEVELOPMENT

Through our communities policy we commit to the social and economic development of sustainable communities associated with our operations.

Integrated in the community

We recognise that local community members are often also part of our workforce. We participate with governments, local authorities, community leaders, intergovernmental and non-governmental organisations, and other interested parties to develop and support projects to benefit local communities. We are also committed to:

- > Working to reduce adverse community impacts, and avoiding or reducing sole dependence on our operations, to provide lasting benefits
- > Supporting local communities and their sustainability where possible through measures such as local sourcing of goods and services and employment of local people
- > Ensuring that stakeholder engagement is conducted in a free, open, transparent and culturally appropriate manner
- > Ensuring any activities taking place on private lands happen with the free, prior, informed consent of the landowner

Local impacts

We aim to use local providers wherever practical and this extends to office goods, operational materials, training, catering, housing, and contract labour. Fifty-nine per cent of our purchases are from the Lapland region.

Due to the Arctic conditions of Lapland our industry requires specific expertise. Wetlands and wet soil drilling can only be carried out in the winter, and cold weather conditions bring significant operational challenges. Local drilling companies have the machinery, equipment, and skills to operate in freezing conditions safely, and we actively seek out their expertise.

One of our objectives has been to increase local residents' knowledge and awareness of mine operations. The mining sector is one of the main creators of jobs in the area and has a significant impact on local infrastructure and economics. This interdependency impacts local municipality tax revenues from jobs created as well as the availability of appropriate skills and suitable infrastructure.

Currently infrastructure local to our operations is highly functional and includes robust mobile phone networks, maintained roads, and electricity lines. Health and safety regulations are of a very high standard nationally, and the mining industry operating in-country is notably collaborative on shared responsibilities such as local communications.



HUMAN RIGHTS AND EQUAL OPPORTUNITIES

Our commitments

We are committed to ICMM and UNGC principles upholding human rights. We consider our operations to be at low risk of human rights violations due to robust regulation in Finland and a strong culture of compliance. We nonetheless recognise the issue of modern slavery and human trafficking and the emotional and physical impacts of this problem wherever it occurs.

In Finland, employers work together with employees to discuss and measure employee wellbeing and work ability. Employee wellbeing and work ability are measured annually in cooperation with our occupational healthcare service, Lappica, and our pension insurance company, Elo. The feedback from annual surveys is analysed to develop employee wellbeing activities and engagement. Our employees have a strong voice in how we conduct our business and 100% of our non-executive workforce are covered by collective bargaining agreements.

Diversity, equity, and inclusion

Finland is among the highest-ranked countries in the world on measures of gender equality. According to the World Economic Forum's Global Gender Gap Report 2022, the country has closed more than 86% of its gender gap compared to a global average of 68%. Recent World Bank figures, however, suggest that the mining industry has a significantly lower than average female participation rate of 8% to 17%.

In 2021, the proportion of female employees at Rupert Resources was 26%, compared to a Finnish industry average of 13% ([Women in Mining Finland Association, 2018](#)). We have in place a discrimination policy to ensure fair treatment in hiring and on the job. Our employees are entitled to statutory parental leave as well as a range of negotiable flexible working options that support work-life balance.



Members of the Ikkari Discovery team



HEALTH AND SAFETY

We are committed to providing a safe working environment to protect and promote the health, safety, and security of our workforce and members of the local communities in which we operate.

Policy framework

Our health and safety policy, available publicly on our website, outlines our commitments to our workforce and community members in a number of ways including:

- > Identifying, assessing, and eliminating potential risks associated with our activities
- > Using sound engineering principles in the design and operation of our facilities
- > Ensuring training and awareness of health and safety requirements
- > Complying with relevant legislation
- > Ensuring appropriate resourcing and personal protective equipment are provided (as per statutory requirements)
- > Fostering and maintaining a positive safety culture, behaviour, and awareness
- > Communicating necessary information to the public, local authorities, and emergency services
- > Maintaining health and safety records and reviewing these regularly
- > Preparing for and responding to emergency situations



HEALTH AND SAFETY

Compliance activities

In 2022 we implemented Falcony HSE Lite, a system for reporting safety and environmental observations and incidents which enables us to track, manage, and review incidents and near misses. We have also implemented Ramboll EHS Compass, a compliance evaluation tool enabling us to continuously improve our management of environmental and health and safety legal and permit requirements, as well as best practice. Investigation procedures for any reported incidents are also available through the tool.

We have in place an occupational health and care plan which is updated every three years. This is included in our HR handbook and is accessible by all employees. Employee entitlement to sick leave meets or exceeds statutory requirements in Finland. As part of employee and contractor induction, our workers are required to take health and safety training. First aid training is also available and encouraged. Employees have access to the ePassi application which provides a range of sport, culture, and wellbeing benefits to promote the good health of our workforce.

Safety procedure documentation and risk evaluations are required of all potential contractor organisations as part of the selection process prior to formal engagement. Safety and emergency plans are in place and clearly communicated on our worksites. Our drilling rigs are inspected every two weeks using an online safety inspection checklist.

2021 metrics



2.91
PER 200,000
HOURS

Lost Time Injury
Frequency Rate (LTIFR)



4 Total minor
accidents



< 1%

Working days on sick leave
(excluding contractors)



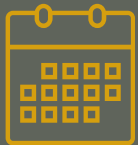
EMPLOYMENT AND SKILLS

At Rupert Resources we maintain high standards of labour conditions for all our personnel, whether directly employed or temporarily contracted. Ninety-five per cent of our workforce live within a 100-km radius of our operations.



394

Total number of hours
of training provided



2

Average training days
per employee per year



0%

Employee
turnover rate

2021 metrics



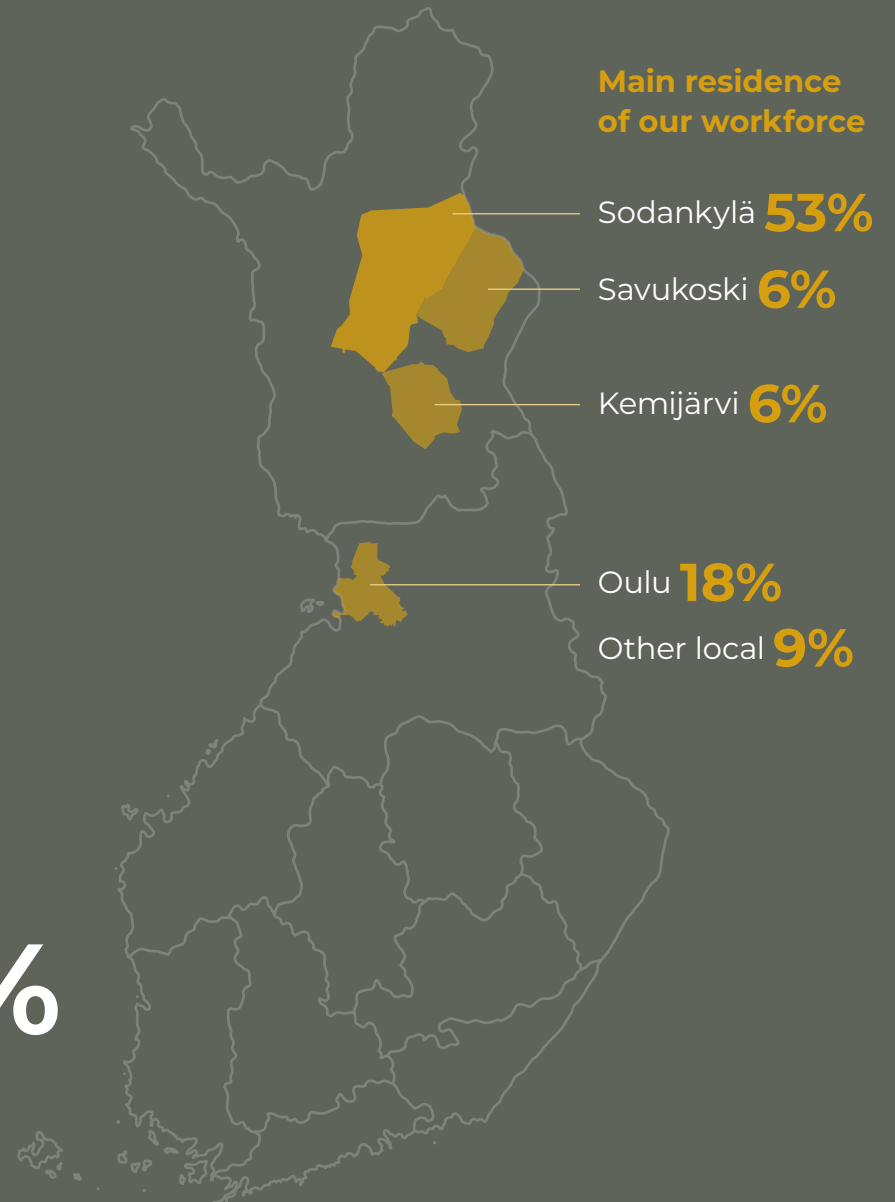
92%

Local employees



100%

Contractors from
the local area



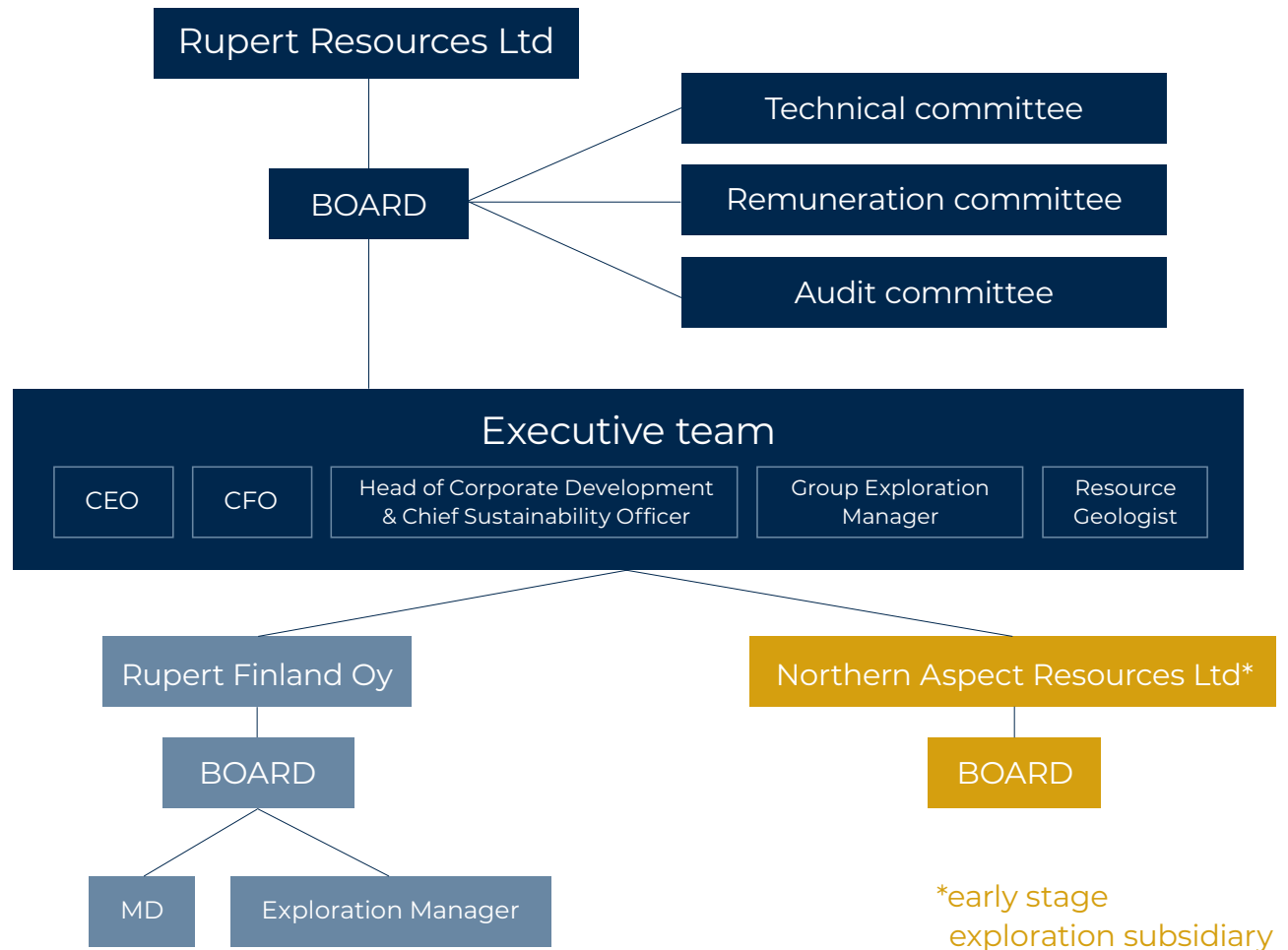


GOVERNANCE

In line with ICMC Principle 1, we have identified best practice governance and ethical conduct as a high priority material topic for our stakeholders and our business. We are committed to doing business the right way by acting honestly, fairly, and transparently, with clear policy guiding behaviours, and in full compliance with relevant laws and regulations.

Governance structure

The CEO of Rupert Resources serves on the board but not as chairman. Executive and board remuneration plans are reviewed biannually by an external HR group. Board member remuneration includes fixed salary compensation for the chairman and directors (excluding the CEO) and top-up fees for committee members. Share-based compensation is options-only up to maximum Black & Scholes derived values. A change of control period is stipulated at three years for our CEO with three months' notice and two years for other executives with one year's notice.





GOVERNANCE



4 YEARS

Average tenure of
board members



17%

Women on
the board



83%

Independent directors
on the board

Capital structure

Shares on issue	174,624,761
Options	10,674,000
AEM warrants (at CAD 1.00/shr)	11,543,704
Fully diluted shares	196,474,465
Market cap (ar CAD 5.64/shr)	\$985M
Last reported cash (May 31, 2021)	\$14.2M
Proceeds from June 2021 financings	\$48.7M

Significant shareholders (fully diluted)

Agnico Eagle Mines Limited	14.9%
Board, management & employees	8.7%
Institutions in recent financings	5.0%



TRANSPARENCY AND ENGAGEMENT

Local community relations are a high priority for us. We likewise attach great importance to open and proactive information and dialogue with our wider community of stakeholders and seek to engage them through a number of means.

Public domain information

Our website, rupertresources.com, is published in both English and Finnish and includes information on our strategy, management and board, our assets and project activities in Finland and Canada, as well as financial statements and related information for investors.

We post news releases and media clippings about our operations on our website, LinkedIn, Twitter, Instagram, YouTube, and Facebook accounts at a regular cadence. We also publish policy information on our website including our environmental policy, our community policy, and our health and safety policy. We welcome comments, questions, and feedback from stakeholders and interested parties via our website contact form or any of these open channels.

Detailed interactive 3D and 360° visual information about our mining assets are publicly available to investors and other stakeholders through Vrifly, a web-based 3D modelling and virtual site visualisation platform for mining companies, at vrify.com/companies/rupert-resources-ltd.

Our CEO, James Withall, personally conducts media interviews regularly, and we have a strong presence at industry events such as the Denver Gold Forum where we speak directly with investors and other stakeholders.

Under our Extractive Sector Transparency Measures Act (ESTMA) obligations we report to the Government of Canada any and all tax, royalty, and other payments we make to governments anywhere in the world. Our reports are submitted annually by project and are available on our website and on the public register.

We have engaged Grain Sustainability, a UK-based consultancy, to help us develop our stakeholder and material topic

analysis, sustainability strategy, carbon footprint baseline, and sustainability communications, including this report.

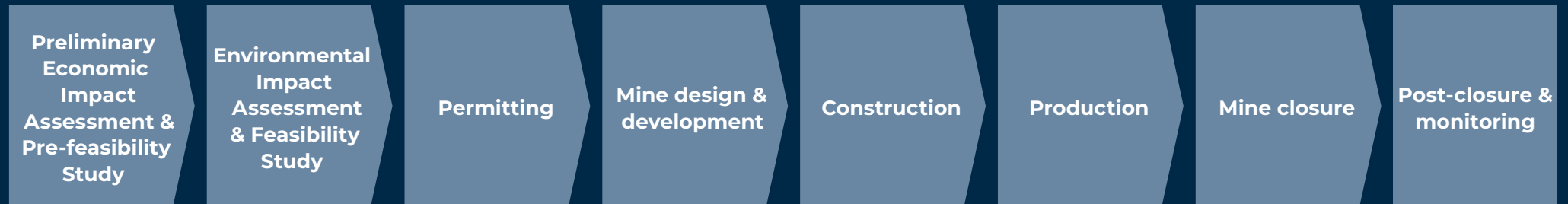
Workforce communications

Our main internal communications channels include corporate email, weekly all-staff meetings, Microsoft Teams meetings and chat, an HR handbook, and induction materials. Rupert corporate policies governing business ethics, whistleblowing, and anti-bribery and corruption are available in both English and Finnish and are included in employee and contractor induction materials.

As part of our pre-production activities we are working to develop a full set of policies and practices consistent with the ICMM policy framework and with policy accountability at board level. We are also developing formal employee and supplier codes of conduct and associated training for our workforce.

> STRATEGIC GOALS AND KEY METRICS

Ikkari mine life cycle



We look forward to actioning a strong sustainability programme to realise our strategic aims in the near and long term and updating our stakeholders on progress regularly. We align our purpose and action under the commonly accepted environment, social, governance pillars, with social topics and metrics distinguished as internal (our people) and external

(local communities). Our sustainability strategy is built from stakeholder engagement on material issues and embedded in our exploration and operational activities at every level.

Our key KPIs and metrics are described throughout this report and summarised on the following page.



Diamond drilling, Ikkari

> STRATEGIC GOALS AND KEY METRICS



Environment

Goal: Measure and report our environmental impacts including energy, emissions, water, waste, and biodiversity and set targets aimed at zero, net zero or net positive impacts.

Key metrics

- > Energy use
- > GHG emissions
- > Water use and recycling
- > Biodiversity net gain
- > Waste recycled



Social: Our communities

Goal: Support sustainable development of the communities in which we operate.

Key metrics

- > Value generated for the local economy
- > Number of jobs created
- > Local employment rates



Social: Our people

Goal: Foster the health and wellbeing of our workforce and keep our workforce safe.

Key metrics

- > Workforce remuneration
- > Staff turnover
- > Incident and near-miss rates



Governance

Goal: Embed sustainability principles in our operations and governance structures, meet or exceed the highest industry standards, and create shared value for stakeholders.

Key metrics

- > Executives with sustainability mandates
- > Executive compensation linked to sustainability targets and achievements



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