



**SUSTAINABILITY  
REPORT 2022**



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# 2022 SUSTAINABILITY HIGHLIGHTS

## CARRIED OUT

large-scale nature and biodiversity baseline surveys

## INSTALLED

continuous environmental monitoring stations

## STARTED

groundwater monitoring in both Ikkari and Pahtavaara

## CONDUCTED

a comprehensive environmental risk assessment

## IMPLEMENTED

the EHS compass regulation monitoring system

## CREATED

HR handbook and stakeholder communication and interaction plan

## CONDUCTED

community surveys

## CONDUCTED

a GAP analysis against high-quality sustainable mining standards

## ESTABLISHED

processes to monitor implementation of sustainable mining standards

## IMPROVED

reporting processes





# KEY FACTS AND FIGURES IN 2022



**369** KM<sup>2</sup>

Rupert Lapland  
Project total  
land area



**3.4%**

Employee turnover



**2,896** tCO<sub>2</sub>e

Carbon footprint (Scope 1-3)



**7**

Jobs  
created



**32**

Employees  
(headcount)

**49**

Contractors  
(headcount)

**5.12** MOZ  
Reported mineral  
resources in  
Rupert Lapland





# CEO'S STATEMENT

2022 was an exciting year as Rupert Resources continued to progress the Ikkari Project in the Lapland Region of Northern Finland.

**IKKARI WAS ONLY** discovered three years ago and the preliminary economic assessment published by Rupert Resources in November 2022 showed its potential to become a significant new long-life, high-margin, low-impact gold mine. What sets Ikkari apart from other discoveries is its near surface, high grade, compact orebody located close to existing infrastructure in a region already familiar with the benefits of sustainable mine development. A notable recent development in Lapland is the possibility to sign 100% renewable power contracts, which is a significant point of difference from many other operations and projects around the world. This is important in the local context as Finland is targeting net zero emissions by 2035 and this provides the company with a framework and opportunity to evaluate the potential

to develop one of the world's first zero-emission gold mines.

Whilst 2021/2022 was the first year of formal reporting, Rupert Resources initiated a formal sustainability strategy and commenced environmental and social initiatives in parallel with the start of its regional exploration activities in 2018. This report focuses on three areas: people, planet, and governance.

## People

Rupert Resources is proud of its location, people, and company culture. Rupert Resources aims to make a positive social and economic impact on local communities.

## Planet

Rupert Resources recognises the importance of minimising the company's



impact on the environment and is excited by the opportunities to develop a new low-emission, low-impact state-of-the-art mining operation. After several years of baseline data collection, Rupert Resources will evaluate the possibility to minimise the impact of the company's activities and operation while preparing for the Environmental Impact Assessment which is due to be completed in 2024 in parallel with the Prefeasibility Study for the Ikkari Project.

## Governance

Good governance is important to ensure that the company is able to monitor and demonstrate progress and remain accountable to its stakeholders.

From the beginning, Rupert Resources has applied a corporate strategy with three

key objectives: (1) Focus on discoveries of scale and quality (high margin and potential for low environmental impact), (2) Ensuring investment is accretive to valuation to maximise returns per share, and (3) Develop sustainably and plan for the long term. This core strategy – combined with Rupert Resources' values of being responsible, open, respectful and effective combined with the unique Finnish value of Sisu – provides the company with a firm foundation to achieve business goals and provide benefits for key stakeholders whilst being mindful and minimising the potential impact of the company's operations on the environment.

## James Withall

CEO  
Rupert Resources Ltd



# CHAIRMAN'S STATEMENT

**THE BOARD REMAINS** committed to the values, policies and initiatives laid out in this report and acknowledges that the key tenets of successful implementation of sustainability are careful consideration of company values and policy together with rigorous reporting and accountability at all levels of the organisation. After review, the Board is pleased to approve the report and looks forward to the business progressing within the sustainability values, concept and reporting framework outlined in this report.

**Gunnar Nilsson**  
Chairman of the Board  
Rupert Resources Ltd





# RUPERT RESOURCES IN BRIEF



Rupert Resources Ltd is a limited company that acquires, explores and develops mineral properties of scale and quality with high margin and low environmental impact potential.

**THE COMPANY IS** headquartered in Toronto, Canada and is listed on the Toronto Stock Exchange (under the ticker RUP) since graduating from the TSX Venture Exchange in December 2022. In 2022, Rupert Resources Ltd. had two projects located in Finland and one in Canada. This report focuses on the projects located in Finland, as they are the most significant. More information about Rupert Resources' Canadian property can be found in the most recent [MD&A](#).

Rupert Finland Oy (founded in 2016) and Rupert Exploration Finland Oy (founded in 2020) are Rupert Resources Ltd. subsidiaries based in Sodankylä, Finland. Both were established to facilitate local management of the Rupert Lapland Project in the Central Lapland Greenstone Belt in Northern Finland.

The Project consists of the multi-million ounce Ikkari gold discovery and the Pahtavaara mine. The exploration licenses are valid for up to 15 years and mining

claims for up to 10 years. For the purposes of this report, the activities of these companies are referred to as 'Rupert Resources'. Most of the activities and commitments described in this report are related to the Rupert Lapland Project.

The Ikkari discovery is progressing towards the development phase, with systematic metals exploration continuing in permitted areas. Geophysical measurements, base of till geochemical sampling, and diamond drilling are the main 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.

The end market for Rupert Resources is industry and any individuals who utilise gold for a variety of uses. The supply chain is kept as local as possible; many drilling suppliers come from Finland, and experts from both Finland and abroad are utilised for engineering and consultancy.



# BASELINE RESOURCES

**THE MINERAL RESOURCE** estimates for Ikkari, Heinä Central and Pahtavaara are estimated using the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) Estimate of Mineral Resources and Mineral Reserves Best Practice Guidelines and is reported in accordance with NI 43-101. The consolidated numbers presented in Table opposite are affected by rounding. Please see the technical report entitled “NI 43-101 Tech Report” with an effective date of January 10, 2023 for more details on the estimates.

**Table 1: Resource estimate**

Classification	Deposit	Mining method	Cut-off (g/t Au)	Tonnes	Average grade (g/t Au)	Gold, Metal (Ounces)
Indicated	Ikkari	Open pit	0.5	30,000,000	2.0	2,400,000
		Underground	1.5	16,500,000	2.4	1,280,000
	<b>Ikkari Total</b>			<b>46,400,000</b>	<b>2.5</b>	<b>3,680,000</b>
	Pahtavaara	Open pit	0.5	3,100,000	1.5	150,000
		Underground	1.5	1,000,000	3.7	120,000
	<b>Pahtavaara Total</b>			<b>1,900,000</b>	<b>3.0</b>	<b>180,000</b>
	<b>Rupert Lapland Project Total</b>			<b>48,300,000</b>	<b>2.5</b>	<b>3,860,000</b>
Inferred	Ikkari	Open pit	0.5	3,100,000	1.5	150,000
		Underground	1.5	8,700,000	2.0	550,000
	<b>Ikkari Total</b>			<b>11,800,000</b>	<b>1.9</b>	<b>710,000</b>
	Pahtavaara	Open pit	0.5	3,700,000	1.6	190,000
		Underground	1.5	2,200,000	3.1	220,000
	<b>Pahtavaara Total</b>			<b>5,900,000</b>	<b>2.1</b>	<b>410,000</b>
	Heinä Central	Open pit	0.5	2,200,000	1.7	120,000
		Underground	1.2	400,000	2.1	30,000
	<b>Heinä Central Total</b>			<b>2,700,000</b>	<b>1.8</b>	<b>150,000</b>
	<b>Rupert Lapland Project Total</b>			<b>20,400,000</b>	<b>1.9</b>	<b>1,260,000</b>

See the technical report entitled “[NI 43-101 Tech Report](#)” with an effective date of January 10, 2023.





# THE ROLE OF EXPLORATION

The goal of Rupert Resources' exploration program is to locate and develop significant, high-quality mineral discoveries.

**RUPERT RESOURCES DEFINES** mineral discoveries as high-quality and of scale if they provide a net-positive, long-term impact to all stakeholders. The grade of gold found in Ikkari is approximately 2.5 times the global average with excellent metallurgy recoveries. This means that gold can be mined and processed using significantly fewer inputs and consumables per production unit than many other projects.

In the mining industry, sustainability entails conducting business in a transparent and ecologically responsible manner at all stages of exploration, development, production

and reclamation. Sustainability also recognises Rupert Resources' social role in the communities the company works in, as well as joining forces with local stakeholders and providing them with substantive support.

**Sustainability also recognises Rupert Resources' social role in the areas the company works in.**





# REPORTING PRINCIPLES

## The subsidiaries of Rupert Resources Ltd are:

- › **Rupert Finland Oy:** Owns the Pahtavaara mine and the exploration areas in the vicinity of the Pahtavaara mine.
- › **Rupert Exploration Finland Oy:** Owns other exploration areas further away from the Pahtavaara mine, including the Ikkari Project area.
- › **Northern Aspect Resources Ltd:** In 2022, employed a few individuals in various areas in Finland and owned exploration areas in these regions. In February 2023, Northgold AB entered into a share purchase agreement with Rupert Resources Ltd regarding acquisition of all shares in Northern Aspect Resources.

All subsidiaries are included in the consolidated financial statements from the date control is obtained until the date control ceases. The company has facilities in Pahtavaara, processing and storage facilities for drill cores on Kairajuntintie in Sodankylä, and an office in the centre of Sodankylä.

This sustainability report follows the same reporting period as financial reporting (28.2.2022–28.2.2023). The entities covered are the same in the financial report and in the sustainability report apart from Northern Aspect Resources. Rupert Resources publishes a sustainability report annually. The publishing date of this report is 30.6.2023.

## Questions about Rupert Resources' sustainability work and this report can be directed to:

### Thomas Credland

Head of Corporate Development  
tcredland@rupertresources.com

### Anniina Salonen

Environmental Manager  
asalonen@rupertresources.com

An aerial photograph of a water treatment site. In the upper left, a white control box sits on a wooden stand. A gravel path runs diagonally from the top right towards the center. Two workers in bright orange safety suits with reflective stripes are standing on the gravel path. A large corrugated metal pipe is partially submerged in a dark pool of water, with a yellow hose connected to it. The surrounding area is filled with tall, dry grasses and some rocks.

# SUSTAINABILITY

AT RUPERT RESOURCES



# RUPERT RESOURCES' VALUES

Throughout the company’s mineral exploration and future mining activities, Rupert Resources is focused on developing projects that deliver a net-positive, long-term impact for shareholders while ensuring high standards of environmental stewardship and responsible business conduct. Rupert Resources has defined a core set of values which are embedded in operations and guide the company moving forward.

## RESPONSIBLE

Rupert Resources takes ownership of the company’s actions and impact on stakeholders, the environment.

## OPEN

Rupert Resources is honest in its communications with colleagues and other stakeholders and is open to new ideas.

## RESPECTFUL

Rupert Resources works with integrity and is mindful of colleagues and surrounding communities.

## EFFECTIVE

Rupert Resources systematically meets its goals through considered and efficient application of resources.

## SISU

The people of Rupert Resources are hardworking and resilient – they have sisu.



# SUSTAINABILITY FRAMEWORKS AND POLICIES

**RUPERT RESOURCES'** sustainability program and sustainability report are informed by a variety 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). Rupert Resources aligns itself with the Paris Agreement and Finland's 2035 net zero climate target. The company is formally committed to four further frameworks that steer sustainability work: the International Council on Mining and Metals (ICMM), the UN Global Compact (UNGC), Responsible Gold Mining Principles (RGMP's), and the Sustainability Standards of the Finnish Network for Sustainable Mining (FNSM). The implementation of the frameworks is monitored regularly by using a GAP analysis tool.

Sustainability is integrated into everyday work through corporate policies. Rupert Resources' group-level policies include the [Corporate Social Responsibility Policy](#), the [Health and Safety Policy](#), the [Environmental Policy](#), and the [Communities Policy](#). The policies have been approved by the CEO of Rupert Resources and the Managing Director of Rupert Finland.

## Implementing the Environmental Policy

- Company waste streams analysis was done during 2022. Staff have been trained on proper waste recycling and management practices.
- A comprehensive environmental risk assessment has been carried out and will be updated regularly.
- A ISO14001-style environmental management system is being built.
- Environmental topics are handled in all management team meetings and weekly staff meetings.

## Implementing the Communities Policy

- Stakeholder analysis and stakeholder communication and interaction plan has been prepared and will be updated regularly.
- Rupert Resources does not work in Sámi homeland areas.
- Rupert Resources hold regular meetings with local reindeer herders.
- A steering committee has been established for all local stakeholders. The purpose is to involve all interested and affected local stakeholders in the project planning phase.
- Employees are informed on a weekly basis about current topics including ongoing investigations and Ikkari project planning updates.
- A social risk assessment and a social impact assessment will be conducted in 2023.
- A variety of local events are offered and meeting memos from local stakeholder meetings are available to participants.
- All publicly available information about the known cultural heritage and historical sites in exploration areas has been sourced. Detailed field archaeological surveys have been conducted in Ikkari and Pahtavaara.



## Implementing the Corporate Social Responsibility Policy

- › The management team has set health and safety -related targets.
- › Annual surveys are conducted in relation to working conditions and psychological stressors at the workplace to ensure the best working environment for employees. Rupert Resources offers Work Community Training sessions to the entire staff as well as supervisor training to ensure equal and fair treatment.
- › Local services and providers are used whenever possible, and local events and activities are supported.
- › Salaries and rewards are not dependant on gender, and there is a relatively high proportion of women in management roles.
- › Desktop-based nature value studies are conducted in all areas that exploration permits are applied for and are considered when exploration activities are planned.
- › In 2022, the EHS Compass compliance monitoring service was introduced. The system was implemented by first conducting a mapping exercise which led to the creation of a list of applicable environmental and occupational safety legislation. In autumn 2022, an environmental and occupational safety legislation baseline review was carried out. In late 2022, the EHS Compass included all the permit conditions of applicable environmental and mineral exploration permits. The system can be used to monitor and demonstrate compliance and inform of future changes in legislation.
- › The engineering group planning the Ikkari project takes sustainability matters into account in their activities based on requirements set in the contract.

## Implementing the Health and Safety Policy

- › A health and safety risk assessment for the Kairajuntti facility has been conducted, and task-specific risk assessments as well as work procedures will be updated.
- › All employees, contractors and visitors are required to take the company safety induction. The contents of the training are updated regularly. First aid training is compulsory to all employees. Depending on an employee's role and tasks, different types of safety training is compulsory. These trainings are also accessible to other interested employees.
- › Health, safety, and environment regulations concerning contractors are combined into one HSE document that will be provided to all contractors in 2023.
- › A positive environmental and safety reporting system has been introduced in order to develop a positive safety culture.
- › Recreational activities, such as ice swimming and local film festival participation, are organised both during and outside of working hours. All employees are offered the ePassi benefit. The benefit encourages health and wellness activities.
- › Health and safety statistics are updated regularly and are disclosed to all employees in weekly staff and safety meetings.



### International Council on Mining and Metals (ICMM)

The Rupert Resources sustainability program has been benchmarked against the ICMM's ten Mining Principles which set out environmental, social, and governance best practices. The integration of these into the company's management systems has begun.



**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.

### United Nations Global Compact (UNGC)

In October 2022, Rupert Resources' application for UNGC participation was accepted. As UNGC participants, Rupert Resources aligns its operations and strategies with human rights, labour, environment and anti-corruption. Progress is reported annually.

**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.



#### 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.



### The Finnish Mining Association (FinMin) and the Finnish Network for Sustainable Mining (FNSM)

As a member of the Finnish Mining Association (FinMin), Rupert Resources is committed to developing operations according to the sustainable exploration and sustainable mining standards set out by the Finnish Network for Sustainable Mining (FNSM). The standards include requirements on environmental, safety, and community topics. A self-assessment was conducted against the standard in 2022 and actions points for further improvement were identified. These standards are considered when designing the Ikkari Project. Rupert Resources' overall goal is to reach a minimum of level A of the standard. Rupert Resources' annual sustainability report is posted onto the FNSM website ([kaivosvastuu.fi](https://kaivosvastuu.fi)) where local stakeholders can easily access information.

# MANAGING SUSTAINABILITY

At Rupert Resources, the Head of Corporate Development & Chief Sustainability Officer is responsible for managing sustainability matters.

**THE HEAD OF** Corporate Development & Chief Sustainability Officer delegates sustainability matters and local stakeholder engagement to the local leadership in Finland, including the Managing Director of Rupert Finland, the Environmental Manager, and the HR and Communications Manager. The Board of Directors supports ESG initiatives, and is informed of sustainability matters on a regular basis. Sustainability performance is measured by monitoring strategic KPIs. Sustainability risks are managed and assessed through an internal risk management tool.

### Sustainability in the value chain

Sustainability on the value chain level is managed through internal practices and basic requirements for suppliers. In general, Rupert Resources considers its sustainability risks in the supply chain as low as a significant

portion of Rupert Resources' suppliers are based in Finland, where sustainability risks are relatively low. Over half (54%) of Rupert Resources' 2022 purchases originated from suppliers in Finnish Lapland and 5% from suppliers in Sodankylä.

Rupert Resources assesses each contractors' environmental risk management processes and readiness when choosing contractors. Rupert Resources has employees on the field that conduct routine checks of work sites to ensure that the contractors fulfil safety and environmental criteria. If faults are identified, the contractor is requested to fix the issue. There is currently no formal process to screen suppliers based on environmental or social criteria, but one is under development. Environmental and social impacts in the supply chain have not yet been assessed.







# MATERIAL TOPICS

A **MATERIALITY ASSESSMENT** was carried out in 2021 to identify the sustainability topics stakeholders consider relevant for Rupert Resources and the areas that the company's operations may have significant economic, environmental and social impacts on. These priority material topics were identified by reviewing key issues addressed in a selection of mining standards and sustainability frameworks, reviewing sustainability reporting within the industry, and conducting a round of interviews as well as a survey with a representative sample of stakeholders including employees and investors. These topics will be revisited regularly with stakeholders to ensure that the focus will stay on sustainability topics that matter.

## LEGACY

- › Role of metals and mineral exploration in society

## ENVIRONMENT

- › Greenhouse gas & energy management
- › Biodiversity & 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

**Table 2: Management of material topics at Rupert Resources**

Material topic	Impacts*	Policies and commitments	Actions taken	Goals, targets, and indicators	Role of stakeholders
<b>LEGACY</b>					
Role of metals and mineral exploration in society	Understand the impacts of exploration and mineral development and justify development of new projects	Corporate strategy	<p>Focus on discoveries of scale &amp; quality (high margin and potential for low environmental impact)</p> <p>Ensure investment is accretive to valuation to maximise returns per share</p> <p>Develop sustainably and plan for the long term</p>	<p>Ongoing exploration and development work to progress Ikkari and commence work on environmental impact assessment (EIA).</p> <p>Funding secured to continue company's activities</p> <p>Develop project in line with industry best practice and recognised frameworks</p>	Shareholders and new investors provide funding for company's activities in expectation of return on investment
<b>ENVIRONMENT</b>					
GHG & energy management	Causing GHG emissions and accelerating climate change	<p>Paris Agreement and Finland's 2035 net zero target</p> <p><a href="#">Environmental Policy</a></p>	<p>Calculated emissions and energy consumption. Next, reduction plans will be drawn up.</p> <p>The Ikkari prefeasibility study will take emissions into consideration.</p>	<p>Goal: Net zero by 2035</p> <p>Indicator(s): GHG emissions, energy use</p>	External consultants calculated GHG emissions and energy use in order to find the most effective reduction methods.

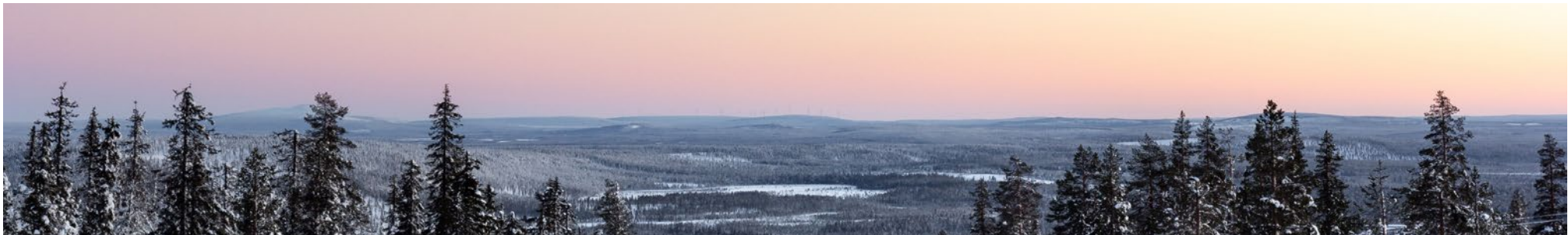


Material topic	Impacts*	Policies and commitments	Actions taken	Goals, targets, and indicators	Role of stakeholders
<b>ENVIRONMENT</b>					
Biodiversity and ecological impacts	<p>While closing Pahtavaara, there is potential to restore and ensure biodiversity of the area.</p> <p>When mining operations in Ikkari will begin, the most significant environmental risks relate to impacts on surface water and the chemical or ecological status of the receiving water bodies.</p> <p>Exploration causes tree damage and can impact flora and fauna.</p>	<a href="#">Environmental Policy</a>	<p>The Pahtavaara vegetated tailings storage facility is being monitored annually by biologists to ensure successful restoration.</p> <p>The Ikkari area is being monitored comprehensively to gather information on the natural state of the area before beginning mining operations.</p> <p>An environmental and nature value desktop survey is carried out for all exploration areas before the work starts. Information about environmental and nature values is taken into account in the planning of the exploration works.</p> <p>Working in the eagle nesting area is planned in a way that the eagles are not disturbed.</p> <p>In sensitive areas like in wetlands, work is only done in the winter when the snow cover protects the vegetation.</p> <p>Mainly use established forestry roads and other tracks move drill rigs to exploration sites in order to minimize the tree damages.</p>	<p>Goal: To operate alongside nature</p> <p>Indicator(s):</p>	A comprehensive environmental risk assessment of the entire operation was carried out in cooperation with external consultants. Rupert Resources will continue to gather data and plan management processes to minimise the recognised risks.
Tailings & waste management	Tailings and waste from mining can include minerals and hazardous substances that can cause pollution.	<a href="#">Environmental Policy</a>	<p>Water catchment is continually monitored to notice potential impacts in real time.</p> <p>The industry's best practices of mining waste areas are applied in the planning of the Ikkari project.</p>	<p>Goal: Avoid pollution and minimise impacts from mine waste management facilities</p> <p>Indicator(s): Total waste, amount of waste recycled, discharge water quality</p>	External environmental consultants have been used to map environmental risks (including waste risks). Rupert Resources will continue to gather data as well as plan management processes to minimise the recognised risks.
<b>SOCIAL</b>					
Community relations	Lack of information might increase stakeholders' suspicions or disapproval of the project.	<a href="#">Communities policy</a>	Identified stakeholders and compiled a stakeholder communication and interaction plan.	Indicator(s): Value generated to the local community	<p>An annual stakeholder survey is used to gather feedback and comments from local landowners and stakeholders.</p> <p>Regular stakeholder meetings engage the community and act as opportunities to share information.</p>



Material topic	Impacts*	Policies and commitments	Actions taken	Goals, targets, and indicators	Role of stakeholders
<b>SOCIAL</b>					
Cultural heritage and tradition	Ensuring local recreational activities  Minimal disruption to traditional and recreational use of the land	<a href="#">Communities policy</a>	Regular dialogue with reindeer herding community  Acquired GPS collars for reindeer to monitor animal movements	-	-
Local economic development and job security	Job creation in local area  Taxes paid to municipality	<a href="#">Communities policy</a>	Focus on local procurement	Indicators: Job creation in the local economic area, senior management hired from the local community, procurement from the local area	-
<b>GOVERNANCE</b>					
Legal & environmental compliance	Non-compliance with legal and environmental norms would cause great reputational damage for Rupert Resources as well as the whole mining industry.	<a href="#">ICMM policy framework</a>  <a href="#">Environmental policy</a>	Work together with and report actively to supervising authorities.  Utilise a GAP analysis tool that helps monitor the implementation of key principles and frameworks.	Goal: Zero incidents of regulatory non-compliance  Indicator: Incidents of non-compliance	Proactive engagement with supervising authorities as well as cooperation with consultants help minimise risk of negligence.
Transparency, communication, and engagement	-	<a href="#">ICMM policy framework</a>  <a href="#">ESTMA** obligations</a>	Use several communication platforms for global and local stakeholder engagement and to ensure accessible communications.	Goal: To build a culture of trust and cooperation.	-

\* Direct impacts of operations unless otherwise mentioned  
 \*\* Extractive Sector Transparency Measures Act (Government of Canada)





# ENGAGING WITH STAKEHOLDERS

Rupert Resources proactively engages and welcomes feedback from all stakeholders, including employee and contract workforce, visitors, investors, governments, communities local to the operations, environmental advocacy groups, and industry peers. The needs and expectations of stakeholders are reviewed on a regular basis.

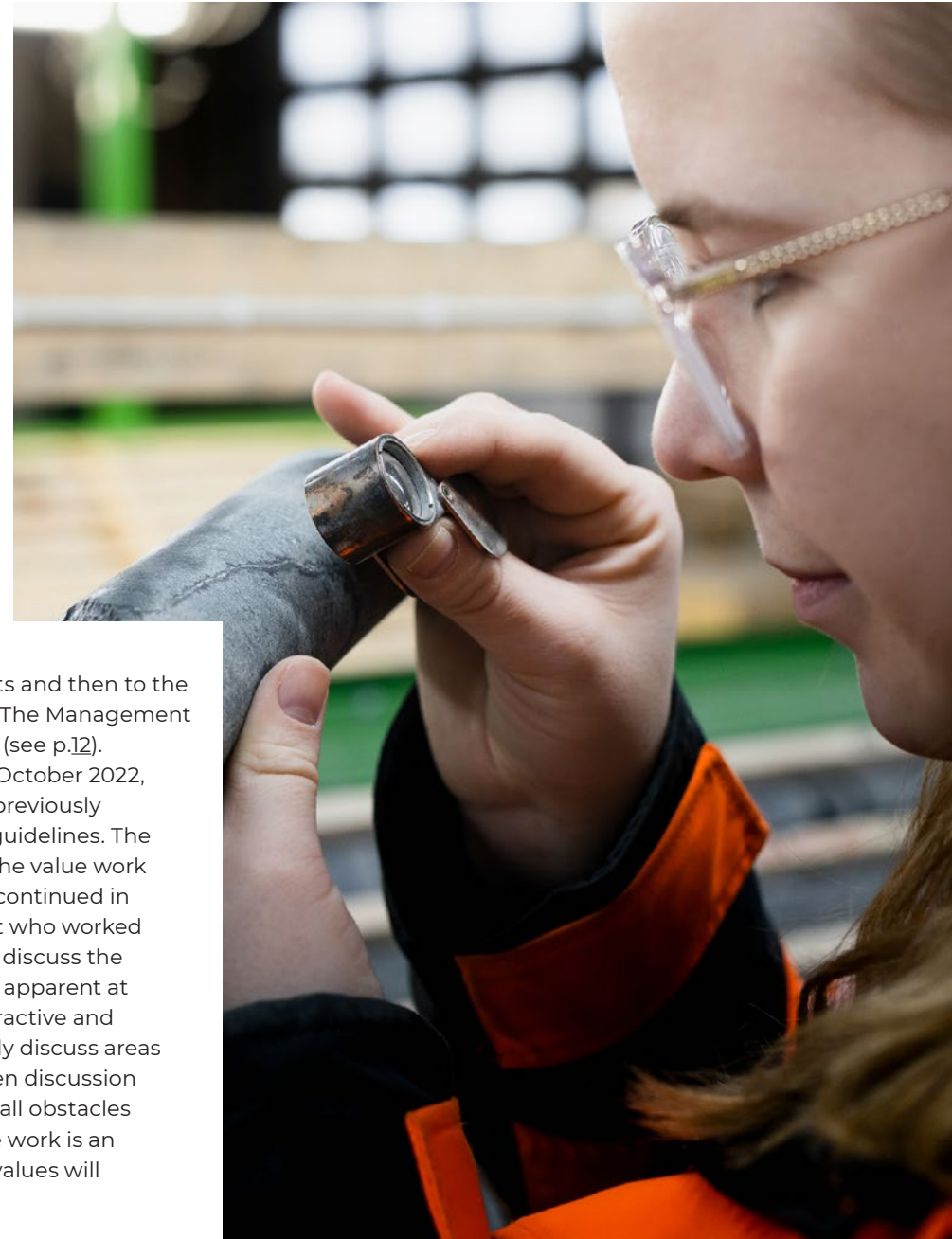
## People are a priority

Job security and awareness of plans and initiatives affecting workers and their families are critical factors for Rupert Resources' operations. Local management is visible and accessible at the operational main office in the town of Sodankylä to ensure that Rupert Lapland Project employees and contractors receive prompt communications and can communicate directly with the management team. The frontline staff familiarise employees with the organisation's policies and practices.

In 2022, a series of Work Community Training sessions to determine workplace values was conducted for employees. Workplace values are the guiding principles that establish the way of working. The value work included all staff and was conducted in two workshops. In June 2022, 18 staff members came together to openly discuss what they believed to be important in their own workplace. The discussions resulted in statements that were categorised under themes. These themes were first taken to the

Collaboration Committee for comments and then to the Rupert Resources Management team. The Management team discussion resulted in five values (see p.12).

The second workshop took place in October 2022, during which the entire staff used the previously determined values to form workplace guidelines. The goal of this session was to implement the value work further. This implementation of values continued in March 2023 with an external consultant who worked with the entire staff for one workday to discuss the importance of values and how they are apparent at the workplace. This workshop was interactive and aimed to highlight strengths and openly discuss areas for improvement at the workplace. Open discussion is encouraged and the goal is to tackle all obstacles together to strengthen the team. Value work is an ongoing process and sessions around values will continue to be conducted.





## Workplace Cooperation Committee

The Workplace Cooperation Committee develops operations, supports a positive workplace culture, and promotes the staff wellbeing as well as equality and equity. The purpose of the Committee is to strengthen the cooperation between the employer and the staff and to give the staff a say in matters concerning their work, working conditions, and position. The members of the Committee include staff representatives (trustees), employer representatives (HR staff, CEO) and the Site and Safety Manager of Rupert Finland.

### Concrete actions of the Workplace Cooperation Committee include:

- › Dialogue between employer and staff at least twice a year on topical issues. Separate workshops can be held to promote a variety of issues.
- › Drawing up a workplace development plan annually and updating it as necessary throughout the year.
- › Continuous monitoring and development of wellbeing at work through surveys and training.
- › Planning recreational activities for staff. In 2023, recreational activities are developed to being wellbeing-oriented.



## Investors

While overall company value and financial performance are key concerns for investors, how environmental, social, and governance topics are integrated into the company's strategy and the risk management approach is increasingly important. The requirements and considerations of [Sustainalytics](#) and other indices have been incorporated into Rupert Resources' sustainability work to support investor decision-making. The investor community is regularly communicated with in the public domain.

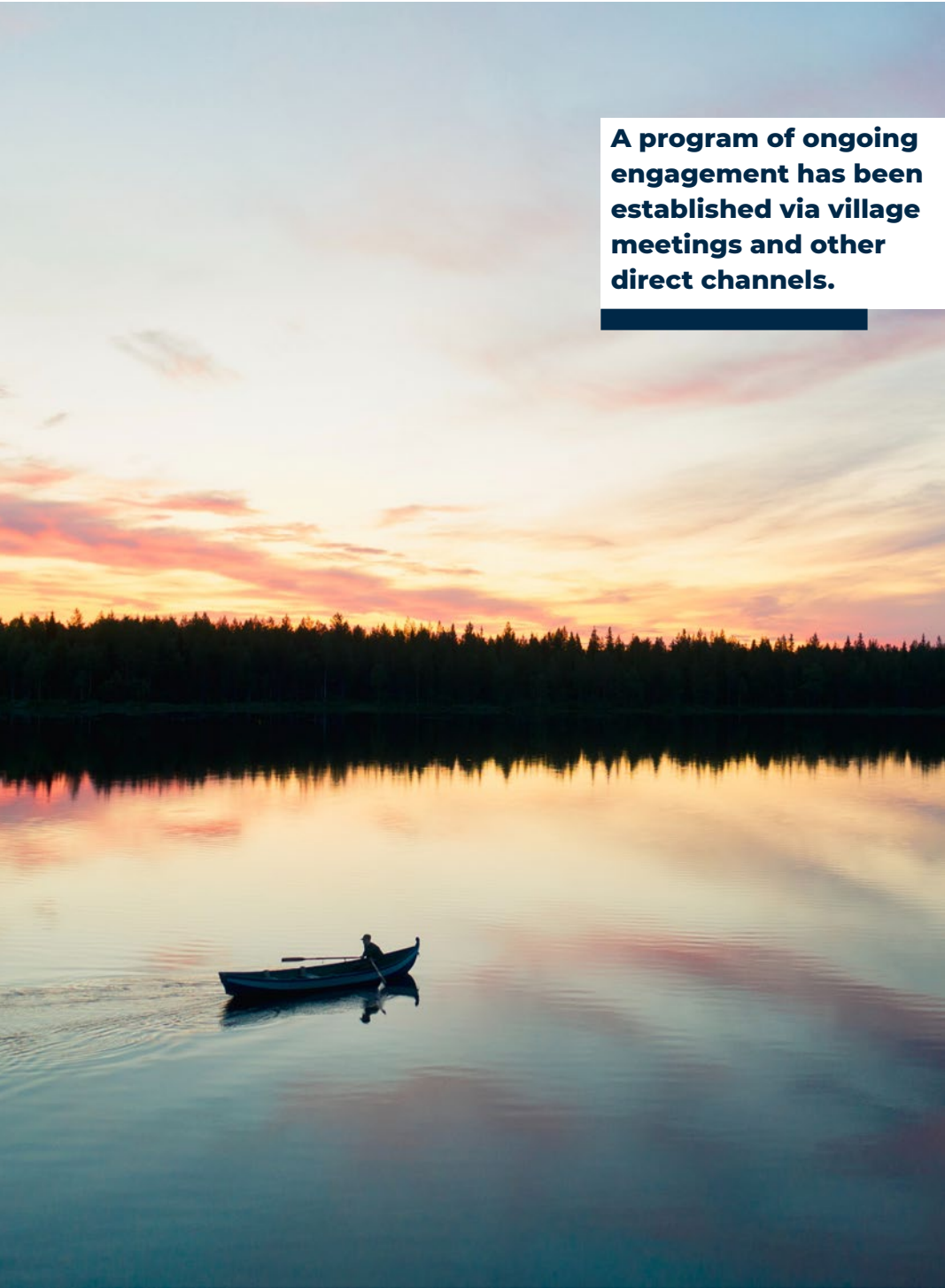
Rupert Resources' annual sustainability reporting intends to increase transparency and disclose activities, including regulatory and voluntary compliance activities, and alignment to external sustainability frameworks and standards.

## Local government

Rupert Resources actively engages with the local municipality and other local and national government departments. The goal is to be transparent about long-term planning for the full lifecycle of the mining operations to ensure that taxation, budget, and planning activities are aligned.

## Local communities

In the exploration and mining areas in Lapland, access to nature is important to local life and culture. In addition to the creation of jobs and diverse opportunities that allow local communities to thrive, preserving traditional livelihoods, natural habitats, reindeer pastures, clean water and air, and regional biodiversity ensure the social license for operating in the area.



**A program of ongoing engagement has been established via village meetings and other direct channels.**

A program of ongoing engagement has been established via village meetings and other direct channels to foster good communication and to ensure availability to respond to and remediate potential concerns. Feedback is requested from stakeholders that participate in these meetings to further improve how stakeholders are engaged with. In addition, a stakeholder cooperation group has been formed that currently works as a steering group for the Ikkari Project's environmental assessment (read more on [p.33](#)).

A stakeholder survey was conducted in May 2022. Over 1,000 letters were sent to landowners in and near exploration areas and received over 300 replies. The responses were mostly neutral or positive; the exploration programs had not affected the local stakeholders significantly. Out of the 300 stakeholders that replied, around 20 requested further contact. These stakeholders were reached out to by phone or by e-mail and any questions or concerns were replied to. Based on the feedback received, stakeholder engagement has

been improved with actions such as a mailing in the local language and building a website concerning Ikkari that caters to the local community (ikkari.fi). The mailing list subscribers are emailed once a month with local information and this has received positive feedback.

A new stakeholder grievance mechanism tool will be launched and fully implemented by the end of 2023. Currently, individuals can utilise the contact form on the Rupert Resources website or express their concerns during stakeholder meetings. Rupert Resources has an internal whistleblowing channel for raising concerns about the organisation's business conduct.

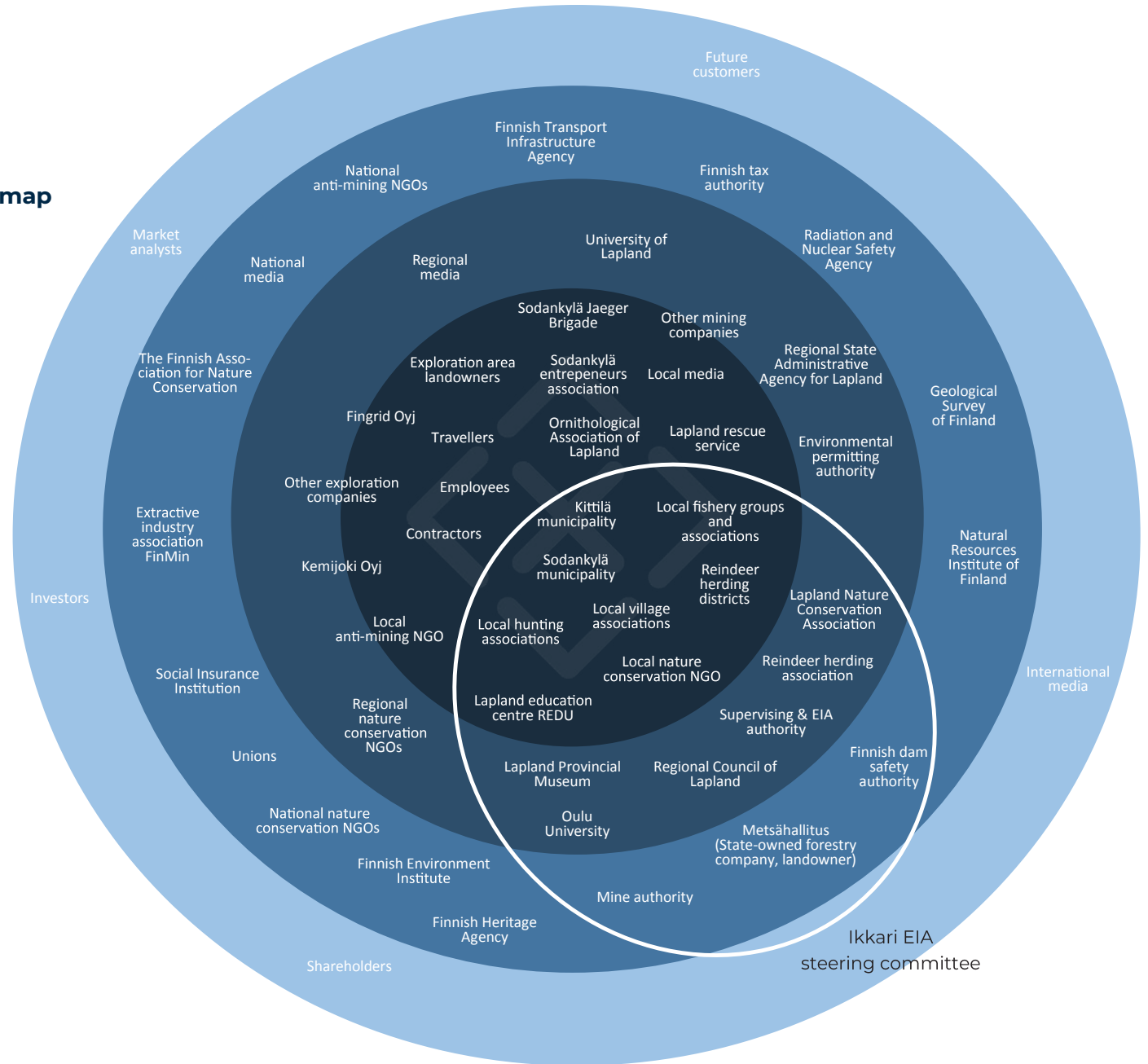
### **Environmental advocacy groups**

Rupert Resources is committed to environmental protection, and strives to be transparent about environmental impacts. Relevant stakeholders are welcome to exploration sites to observe and discuss operations and material issues, and Rupert Resources is open to mutually beneficial partnerships with different research groups.



Figure 1: Stakeholder map

- International stakeholders
- National stakeholders
- Regional stakeholders
- Local stakeholders



### Industry peers

Rupert Resources is a member of the Finnish Mining Association and is one of several mineral exploration companies operating in Lapland. Considering the similar aspects around local engagement and potential skills shortages, Rupert Resources launched Malmimarkkinat (Exploration Fair), an annual gathering of industry peers where residents can learn about mining and mineral exploration activities and speak directly to company representatives. In addition, Rupert Resources takes part in collaborative projects to produce better and more understandable water monitoring information to local communities. In this project, Rupert Resources works together with industry peers as well as local associations.

PEOPLE







# HIGHLIGHTS & GOALS

## Key metrics

Workforce remuneration – 2022:

**160,614** EUR  
per month  
(excl. benefits)

Staff turnover – 2022:

**3.4%**  
(2021: 0%)

Lost Time Injury Frequency Rate\* – 2022:

**4.47**  
(2021: 2.91)

## Key metrics

Value generated for the local economy – 2022:

**15** M\$CAD  
(2021: 8 M\$CAD)

Number of jobs created – 2022:

**7**

People employed locally – 2022:

**96%**  
(2021: 77%)

## Highlights of 2022

**CREATED** HR handbook and stakeholder communication and interaction plan

**UNIFIED** brand and visibility of the company on the ground

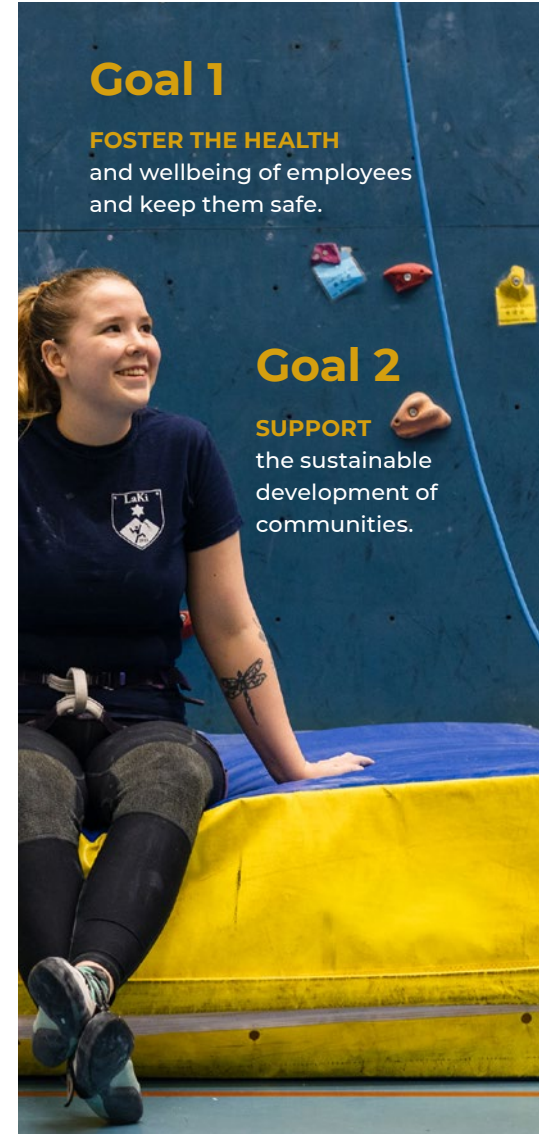
**IMPLEMENTED** the EHS compass regulation monitoring system

## Goal 1

**FOSTER THE HEALTH** and wellbeing of employees and keep them safe.

## Goal 2

**SUPPORT** the sustainable development of communities.



\*per 200,000 hours (including contractors)



# WORKING AT RUPERT RESOURCES

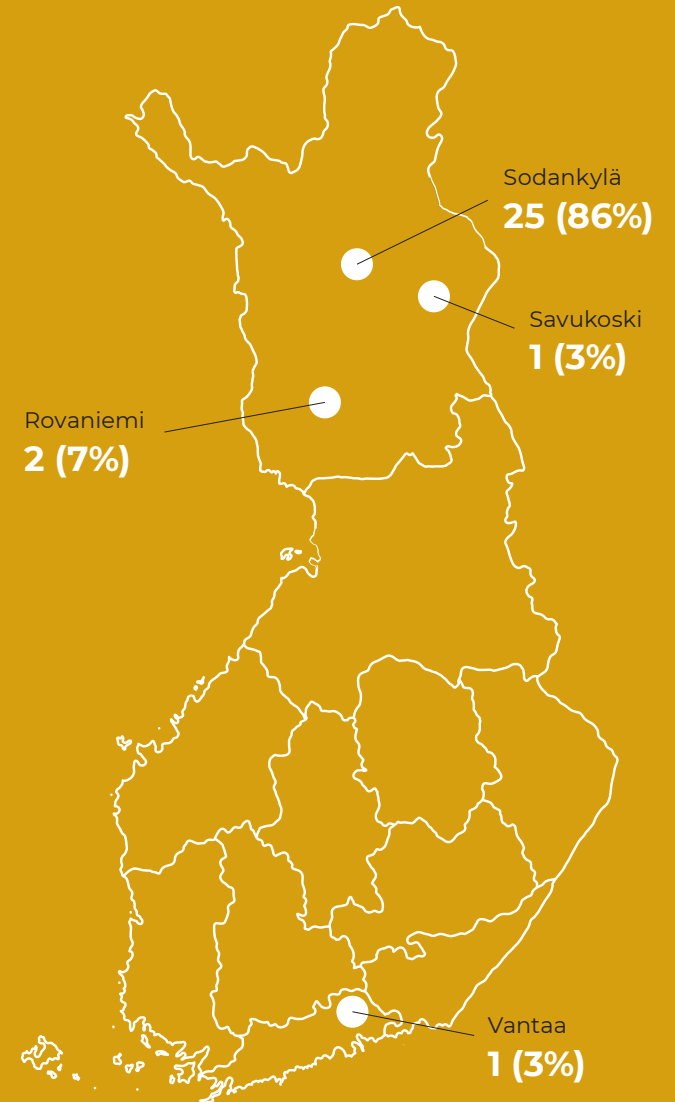
At the end of 2022, Rupert Resources employed a total of 32 people.

**TABLE 3** presents the company's workforce at the end of the year. Rupert Resources' workforce is distributed across multiple locations. Twenty-nine employees (91%) are based in Finland, and the main locations of the Finnish workforce are Sodankylä, Savukoski, Rovaniemi, and Vantaa. Three (9%) of employees work abroad, in locations such as London (United Kingdom). The turnover rate for Rupert Finland in 2022 was 3.4% (2021: 0%). In 2022, eight new employees were hired, while one employee left the company.

**Table 3: Employees (headcount) 31.12.2022**

	Female	Male	Other	Total
<b>Finland</b>	<b>11 (38%)</b>	<b>18 (62%)</b>	-	<b>29 (100%)</b>
Permanent	10	16	-	26
Fixed term	1	2	-	3
Full-time	10	18	-	28
Part-time	1	-	-	1
0-hour	-	-	-	-
<b>Abroad (UK, Canada)</b>	<b>0 (0%)</b>	<b>3 (100%)</b>	-	<b>3 (100%)</b>
Permanent	-	3	-	3
Fixed term	-	-	-	-
Full-time	-	3	-	3
Part-time	-	-	-	-
0-hour	-	-	-	-
<b>TOTAL</b>	<b>11 (34%)</b>	<b>21 (66%)</b>	-	<b>32 (100%)</b>

**Figure 2: Main residence of workforce in Finland**



**Table 4: New employees and resignations in 2022**

	Women	Men	Other	Under 30 y.o.	30–50 y.o.	Over 50 y.o.	In total
New employees	3	5	-	2	6	0	8
Resignations	0	1	-	1	0	0	1

In addition to Rupert Resources' own employees, external labour such as consultants, contractors, and students is used. Rupert Resources hires consultants for environment- and planning-related activities and external contractors for drilling-related activities, among other things. At the end of the year, Rupert Resources employed a total of 49 contractors (headcount). In 2022, three students and five consultants were employed that mainly worked in geotech-related projects and environmental consulting.

Rupert Resources adheres to the provisions of three collective agreements: Senior salaried employees in technology

industries (Teknologiateollisuuden työntekijät), Employees in technology industries (Teknologiateollisuuden työntekijät) and the Ore Mining Collective Agreement (Malmikaivosten työehtosopimus). These collective agreements govern all the non-executive workforce in Finland. In cases where Rupert Resources would undergo operational changes that could significantly impact the workforce, the notice period and provisions for consultation and negotiations are specified in the collective agreements. The management team's notice period and provisions for consultation and negotiations are specified in their management contracts. The notice period is communicated to the workforce via the Rupert Resources HR handbook.





# HEALTH AND SAFETY OF EMPLOYEES

Rupert Resources places a high priority on the wellbeing and safety of employees and local communities.

**RUPERT RESOURCES** is committed to creating a secure and healthy work environment for employees, contractors, consultants, and visitors. The ultimate goal is a workplace without incidents or injuries. Rupert Resources pledges to uphold this goal through the Health and Safety Policy.

### Health and safety management

Employees are provided comprehensive occupational healthcare and safety services. The occupational health and safety (OHS) management system covers all personnel in all locations. The system was implemented due to legal requirements but also to ensure employee wellbeing. The occupational healthcare plan is reviewed every three years and is included in the HR handbook, which is accessible to all employees. The employee sick leave entitlement meets or even surpasses the statutory requirements in Finland.

2022

4.47

Lost Time Injury Frequency Rate\* (LTIFR)

3

Number of accidents\*\*

130

Working days on sick leave (excluding contractors)

\*per 200,000 hours (including contractors)  
\*\*Only involved contractors in 2022.



**Annual survey responses are analysed to develop wellbeing activities and engagement.**

The services of the occupational healthcare service partner are available to all employees. Rupert Resources works together with employees to discuss and measure wellbeing and work ability. Employee wellbeing and work ability are evaluated on an annual basis together with the healthcare partner and the insurance company. Periodic check-ups are carried out together with the healthcare service partner in accordance with the employees' job descriptions. These check-ups may relate to, for example, work ability. The healthcare partner visits Rupert Resources' offices either every five years or as needed. Performance is evaluated for each employee in development discussions held by the closest supervisor.

All employees are covered by health insurance. In addition to occupational health services, employees have access to non-occupational medical and healthcare services. Generally, if an employee needs non-occupational medical or healthcare services, the occupational healthcare partner refers the employee to public healthcare for treatment. In most cases, the treatment is covered by insurance.

To promote the safety of employees, Rupert Resources has implemented training programs focused on addressing the causes of work-related accidents. These programs cover a variety of topics, such as chainsaw operation and snowmobile driving. The training initiatives will become effective in 2023. In 2022, a new reporting system,

Falcony HSE Lite, was launched for safety and environmental observations and incidents. This system enables efficient monitoring, controlling, and analysing of incidents and near misses. The tool includes investigation procedures for reported incidents. Rupert Resources also implemented the EHS Compass, which is a compliance assessment tool that facilitates continuous improvement of environmental, health, and safety management.

### **Aiming for zero work-related accidents**

The nature of an employee's work varies depending on their role. Most of the work at Rupert Resources is office-based professional work, with occasional site

visits. Office-based work carries a low risk of accidents, primarily associated with psychosocial and ergonomic factors. Risk assessments are conducted on an annual basis, and the process involves the staff and the health and safety manager. Three work-related accidents were reported in 2022, all of which involved contractors. Although the accidents were reported to Rupert Resources, the contractors' healthcare provider handled the cases. Due to the privacy concerns, the causes of the accidents are not reported publicly.

Rupert Resources had a low rate of employee ill health in 2022. While a few cases of sickness absences were due to psychosocial factors, most of them were linked to, for example, respiratory infections. To identify potential work-



related hazards that could cause ill health, annual risk assessments are conducted in collaboration with the occupational healthcare partner. Based on the results of risk assessments, proactive steps have been taken to eliminate stressors related to psychosocial factors, such as offering quiet workspaces and Work Community Training.

To ensure the well-being of employees, psychological stress and work capacity are measured at regular intervals, in cooperation with occupational health and the insurance company. The healthcare service partner contract is updated every four years to ensure the quality of the services. The next update is in 2023 and negotiations are currently underway to update the contract and extend the range of services offered to employees. Furthermore, a Collaboration Committee has been established to enhance the wellbeing of employees. The Committee meets two to six times a year to develop the company's activities, create a positive workplace culture, and promote employee wellbeing.

Ensuring the health and safety of contractors is a top priority. As a part

of the selection process, potential contractors are required to submit safety procedure documentation and undergo risk evaluations. Safety and emergency plans are clearly communicated to all personnel at Rupert Resources' worksites, and safety matters are brought up regularly in weekly staff meetings. Furthermore, regular safety inspections of drilling rigs are conducted every two weeks using an online safety inspection checklist. All contractors and employees must comply with the [Communities Policy](#), Health and safety policy, and Environmental policy.

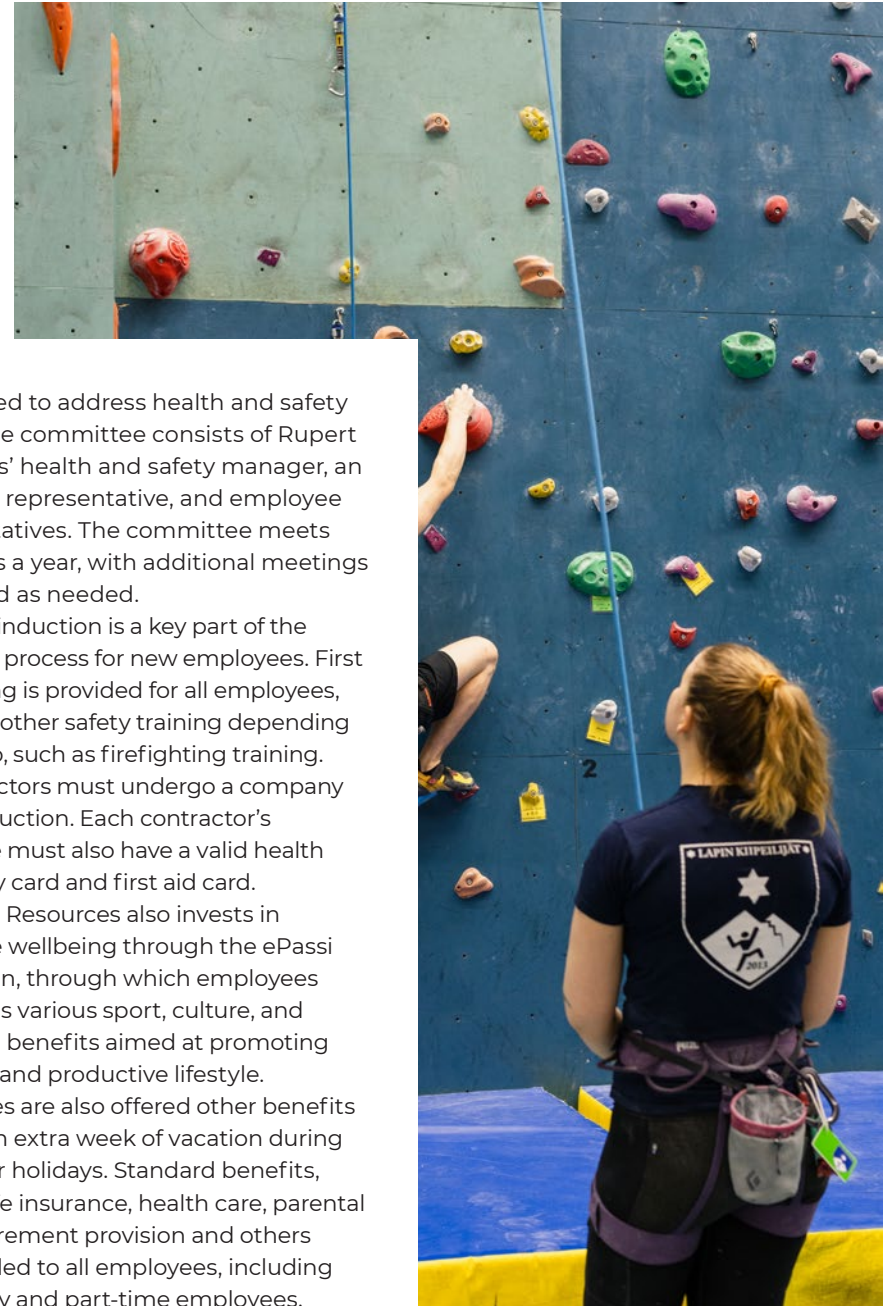
### Prioritising employee safety

Rupert Resources is committed to involving employees in the development, implementation, and evaluation of the OHS system. Employees are offered opportunities to engage through a variety of activities such as the HSE Falcony application. All initiatives and possible actions taken based on those are communicated to employees in weekly staff meetings. In addition, a health and safety committee has been

established to address health and safety issues. The committee consists of Rupert Resources' health and safety manager, an employer representative, and employee representatives. The committee meets four times a year, with additional meetings scheduled as needed.

Safety induction is a key part of the induction process for new employees. First aid training is provided for all employees, as well as other safety training depending on the job, such as firefighting training. All contractors must undergo a company safety induction. Each contractor's employee must also have a valid health and safety card and first aid card.

Rupert Resources also invests in employee wellbeing through the ePassi application, through which employees can access various sport, culture, and wellbeing benefits aimed at promoting a healthy and productive lifestyle. Employees are also offered other benefits such as an extra week of vacation during the winter holidays. Standard benefits, such as life insurance, health care, parental leave, retirement provision and others are provided to all employees, including temporary and part-time employees.





# PROMOTING CONTINUOUS LEARNING

RUPERT RESOURCES take pride in upholding exemplary working conditions for all employees, regardless of whether they are directly employed by Rupert Resources or temporarily contracted. In 2022, various training sessions were arranged to upgrade employees' skills, including training on first aid, work safety, supervisory work, and local agreements. All employees went through regular performance and career development reviews with their closest supervisor with follow-up discussions six months later.

2022

459

Training hours in total

15

Average training days per employee per year

# EQUAL OPPORTUNITIES

RUPERT RESOURCES aspires to foster an equal and non-discriminatory work community. In 2022, the share of female employees at Rupert Resources was 34% (2021: 26%). Rupert Resources has implemented an anti-discrimination policy aimed at promoting equitable treatment within the workplace and throughout the hiring process. Employees are entitled to statutory parental leave and a variety of flexible work options that support their work-life balance.

Table 5: Parental leave 2022

	Men	Women	Other
Entitled to parental leave	All employees are entitled to statutory parental leave	All employees are entitled to statutory parental leave	All employees are entitled to statutory parental leave.
Took parental leave	1	1	-
Of those who took parental leave, returned to work	1 (100%)	1 (100%) (+1 whose leave started in 2021)	-
Of those who returned to work, continued to remain employed 12 months later	1 (100%)	2 (100%)	-

2022

29%

Members of the management team hired locally (Northern Finland)

43%

Members of the management team that are female

1:1.03

Ratio of basic salary of men to women



**Table 6: Diversity of management and employees 2022**

	Management	Employees
Female	42%	28%
Male	58%	72%
Other	-	-
25 y.o. or less	-	12%
26–35 y.o.	29%	44%
36–55 y.o.	71%	28%
55 y.o. and over	-	16%
Minorities, vulnerable group representatives	- / Not explicitly identified	- / Not explicitly identified



# CULTURAL HERITAGE AND TRADITION

Rupert Resources is committed to respecting and preserving World Heritage Sites, legally designated protected areas, and the cultural traditions of local communities.

**THROUGH** the [Communities Policy](#), Rupert Resources commits to recognising the various communities and individuals affected by the company's operations and engaging with them in a way that is respectful and transparent, throughout the duration of operations.

Rupert Resources' aim is to foster mutually beneficial and active stakeholder dialogue. The company is committed to upholding the rights, local traditions, interests, and cultures of local communities, including minority groups and indigenous peoples as defined by the United Nations, and to preserving cultural and historical heritage sites in these regions. In 2022, zero incidents of violations involving the rights of indigenous peoples were identified. The company has no operations in or in the immediate vicinity of the Sámi homeland area.

## Respectful conduct

Since 2016, Rupert Resources has been engaged in extensive exploration efforts in the Sodankylä area. The exploration permits encompass the northern region of the Sodankylä municipality, specifically in proximity to the Pahtavaara mining area, as well as the western territory surrounding the village of Jeesiö. A significant part of the mining permit areas are located in the reindeer husbandry area of the Sattasniemi parish.

Ongoing communication is maintained with the reindeer herding community and Rupert Resources has provided fifty GPS collars for the Sattasniemi herd, enabling monitoring of the movement and rotation of the herd.

Rupert Resources acknowledges and values the significance of local traditional recreational activities in the area and





recognises that exploration and mining operations have adverse effects on land use and recreational activities, such as foraging, hunting and fishing, in the area. The Pahtavaara mine, acquired in 2016, has impacted the area's original recreational activities; for example, berry picking and hunting is limited due to the area being closed from locals. To mitigate these impacts, Rupert Resources has initiated planning of closure and remediation actions, which involve the implementation of surface replanting and tailings pond vegetation cover planting. These methods are being closely monitored for their effectiveness.

The Communities Policy reflects the company's commitment to securing the explicit, informed consent of private landowners for any activities that may take place on their lands. Additionally, Rupert Resources takes full responsibility for any tree damage that may result from exploration activities and bonds according to the Finnish mining act have been established in accordance with the exploration permits.

At the Ikkari discovery site, a program of environmental and social impact

studies and assessments (ESIAs) has been established to ensure that interested stakeholders can participate in the assessment process and that their views on the project are taken into account. As a part of the impact assessment, environmental impact assessment (EIA) interest discussion groups have been formed to regularly discuss Ikkari project planning and possible environmental and social impacts. These groups are available to all interested stakeholders. The groups consist of municipality representatives, residents, local businesses, recreational users, nature conservation groups, reindeer herders and landowners. At the beginning of 2023, a steering committee consisting of local stakeholders was formed to oversee EIA processes. Rupert Resources extended invitations to forty-six different stakeholder groups to join the committee, which meets two to four times per year to discuss the ongoing EIA process. Twenty-five representatives from various stakeholder groups accepted the invitation and participated in the committee's first meeting in January 2023.

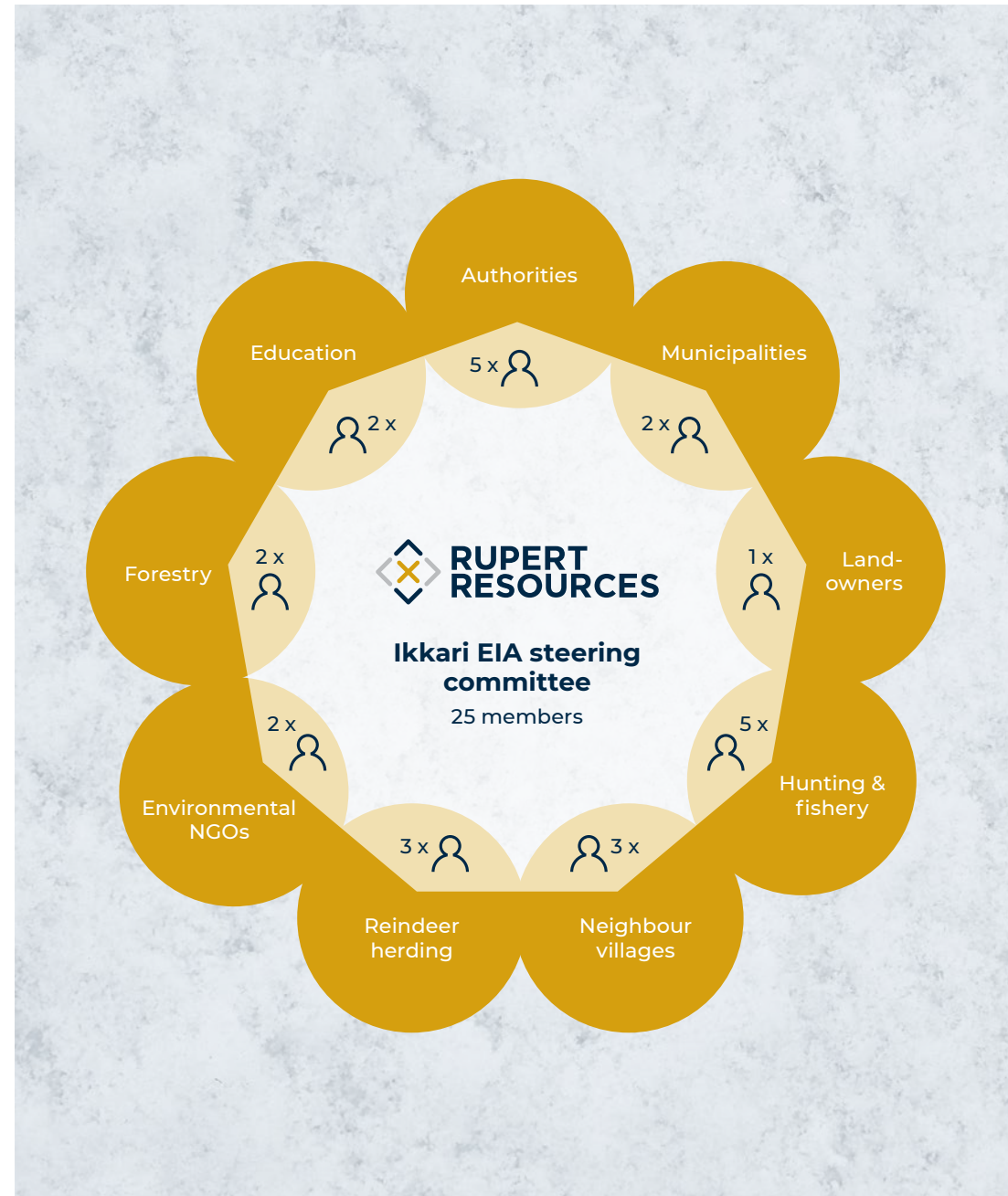


Figure 3: Ikkari EIA steering committee



# LOCAL COMMUNITIES

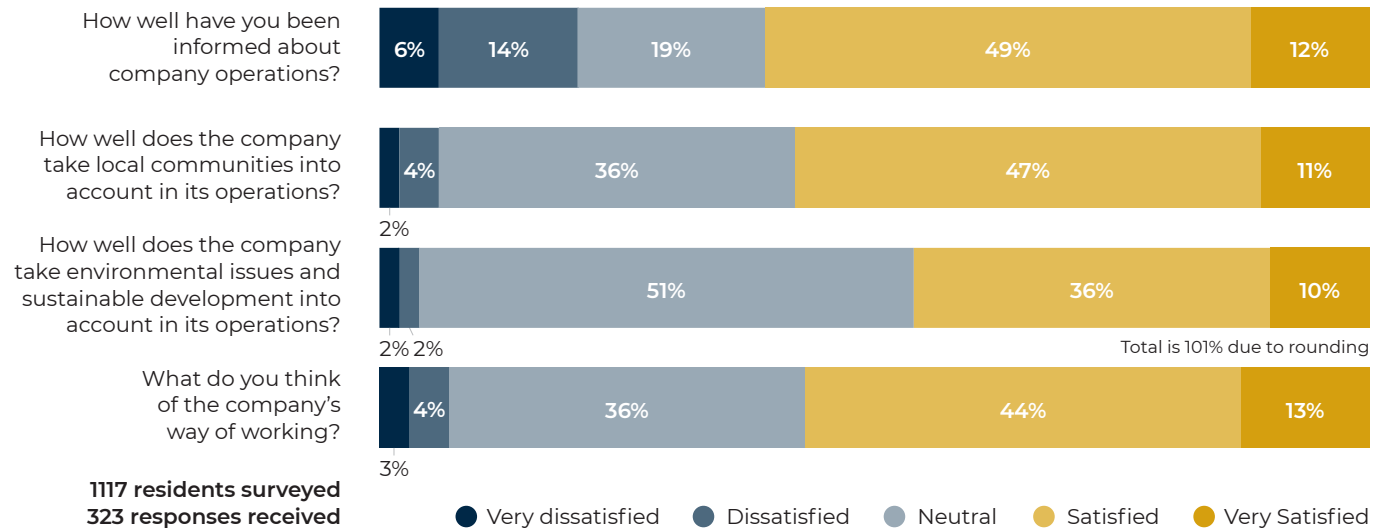
Rupert Resources is committed to maintaining transparent and proactive communications with local stakeholders, including residents, current and potential employees, and representatives from regional and national governments.

**TO ENSURE TRANSPARENT** and proactive communication, in 2022 a series of local stakeholder meetings were arranged in Sodankylä and five in surrounding villages (Rajala, Tepsa, Vaalajärvi, Jeesiö, and Sattanen). These meetings provide an opportunity for Rupert Resources to engage with the community, share information about upcoming projects and plans, and address any concerns or questions that residents may have. Rupert Resources also holds regular meetings with other stakeholders and authorities to ensure open lines of communication and feedback. These gatherings serve as valuable communication sessions, allowing interested parties to connect with Rupert Resources' employees directly and participate in feedback and grievance processes.

In 2022, an annual stakeholder survey was conducted to gather feedback and comments from local landowners. In the future, the survey will be conducted annually. The survey reached over 1,000 individuals, and more than 300 responded. Of those who responded, 57% indicated that they view Rupert Resources as having performed 'well' or 'very well' in terms of considering local communities. In the feedback received through the 2022 survey, stakeholders requested a website

with current information about Ikkari that caters to the local community. The website was opened in April 2023. Another result from the 2022 survey was the request for a local mailing list. Between the survey in May 2022 and the end of the year, over 100 locals had expressed interest in receiving up-to-date information about Ikkari and had joined the Rupert Resources mailing list. The next stakeholder survey is scheduled for fall 2023.

**Figure 4: Annual Stakeholder Survey 2022**





Rupert Resources is committed to increasing residents' knowledge and awareness of the company's mineral exploration and future mining activities. For example, Rupert Resources is taking part in organising the annual Exploration Fair in Sodankylä. The event gathers together local organisations working in or for the mining or exploration industry to meet locals, discuss, and spread knowledge about the sector. The event is a family event and open to everyone. As a significant employer in the area, the mining sector has a noteworthy impact on the local infrastructure and economy.

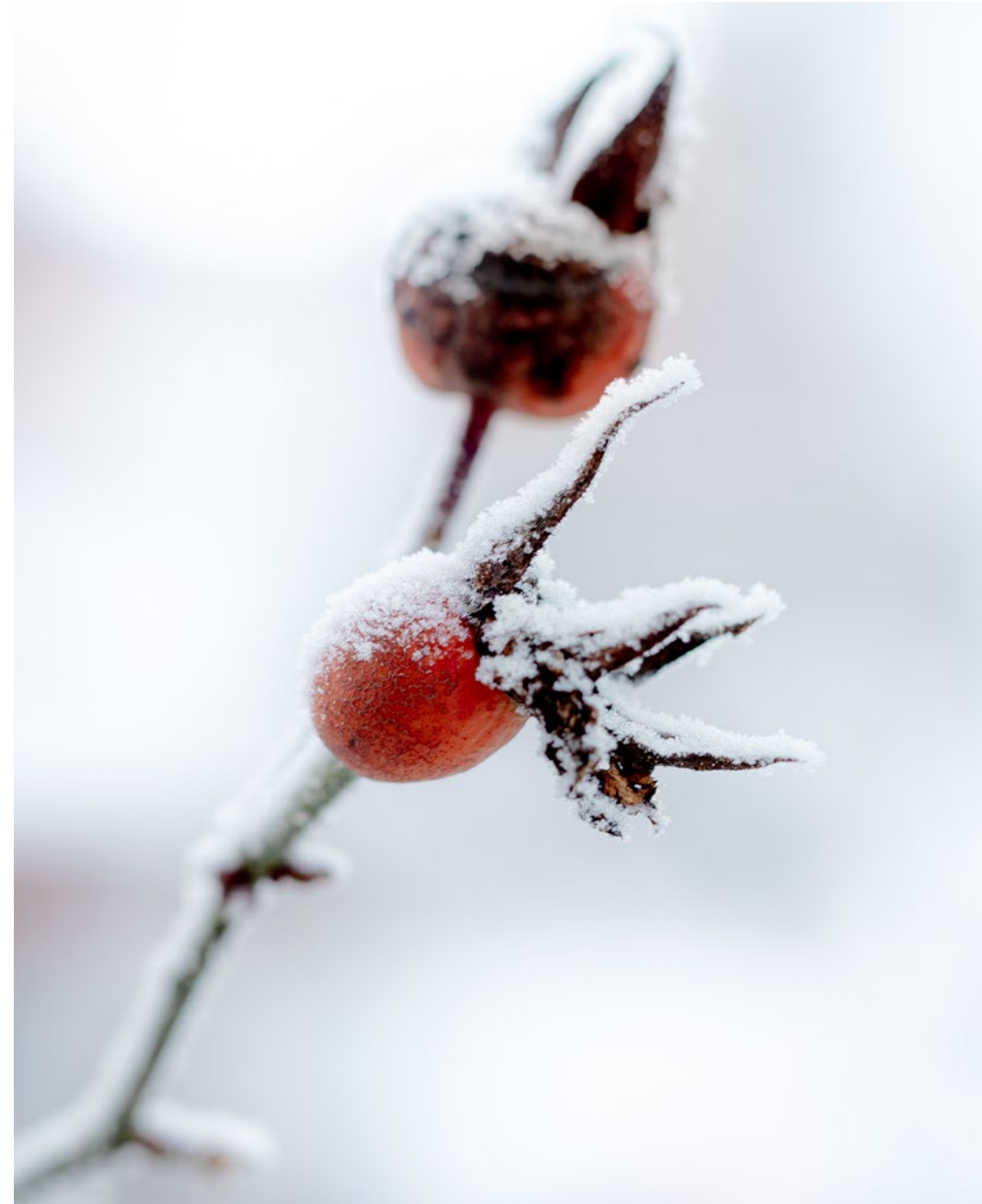
Rupert Resources' interdependency with the community impacts municipal tax revenues as well as the availability of appropriate skills and suitable infrastructure. Fortunately, the infrastructure local to operations is highly functional, with robust mobile phone networks, maintained roads, and electricity lines. National health and safety regulations are of a very high standard, and the mining industry operating in the country actively cooperates, for example, to develop the sector's responsibility.

In the beginning of 2023, a year-long cooperation project was started with Sodankylä associations, groups, and representatives of mining companies to

### **In 2022, 54% of purchases were sourced from the Lapland region.**

solve the challenges of water monitoring in local mines. The aim is to produce easily understandable data that goes beyond monitoring obligations. The project is funded by the Maj and Tor Nessling Foundation.

At Rupert Resources, local companies are prioritised in the procurement processes whenever possible, including when procuring office supplies, operational materials, training, catering, and contract employees. In fact, more than half of purchases (2022: 54%) were sourced from the Lapland region. The region's unique Arctic conditions require specialised expertise. For example, local drilling companies are vital because they possess the necessary machinery, equipment, and skills to safely operate in Arctic conditions.



A close-up photograph of a branch with several small, vibrant red leaves. The leaves are covered in a fine layer of white frost, particularly along their edges. The background is a soft, out-of-focus blur of more red leaves, creating a bokeh effect. The lighting is bright, highlighting the texture of the frost and the rich color of the leaves.

**PLANET**



# HIGHLIGHTS & GOALS

## Key metrics

Total energy use – 2022:

**10,263** GJ  
(2021: 9,000)

Total GHG emissions – 2022:

**2,894** tCO<sub>2</sub>e  
(2021: 1,655 tCO<sub>2</sub>e)

Water use – 2022:

**1.24**  
megalitres withdrawn from the Soasjoki river.

**BIODIVERSITY:** Development of relevant biodiversity indicators and conducting baseline surveys to guarantee the preservation of biodiversity value ongoing.

Waste recycled – 2022:

**31**%  
(2021: 95%)

## Highlights of 2022

**STARTED** groundwater monitoring in Ikkari and Pahtavaara and continuous environmental monitoring with continuous flow, turbidity and conductivity monitoring stations.

**INSTALLED 17** dust fall collectors in Ikkari to monitor dust baseline and 2 in Pahtavaara to monitor dusting.

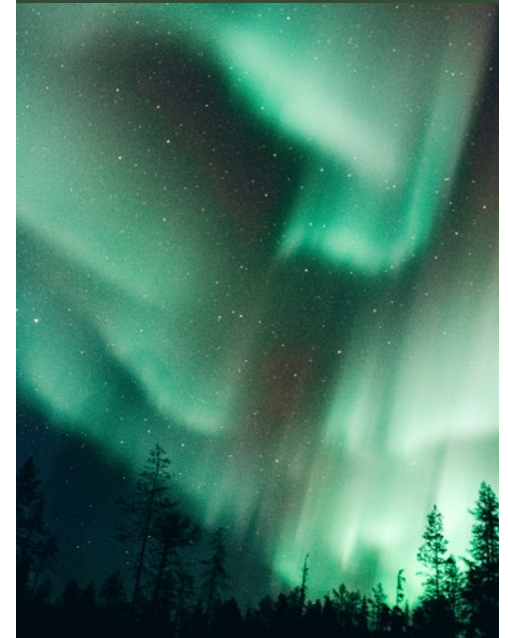
**CONDUCTED** a comprehensive environmental risk assessment covering all operations with an external consultant.

**SEEDS WERE** sown at tailings pond in 2019–2021 in the Pahtavaara rehabilitation project, and the area is now being monitored by biologists. Biodiversity in the area has increased and the flora has been found to significantly reduce dusting.

**BEGAN** a comprehensive mine waste characterization program for Ikkari and Pahtavaara sites. The program will continue through 2024.

## Goal

**MEASURE AND REPORT** on environmental impacts including energy, emissions, water, waste, and biodiversity and set targets for each environmental aspect. Rupert Resources aligns itself with the Paris Agreement and Finland's 2035 net zero climate target.





# ENVIRONMENTAL MANAGEMENT

Taking care of the environment is a requirement for a sustainable and successful business.

**RUPERT RESOURCES** is committed to understanding, managing, reducing, and reporting on current and future environmental impacts. [The Environmental Policy](#) outlines Rupert Resources' environmental management strategy which aims to ensure that the needs of both current and future generations are met. Management, employees, and contractors are required to commit to the Policy.

The Environmental Policy contains commitments to respect the environment and manage and evaluate possible risks and impacts. To ensure successful implementation of the Policy, it is critical that employees are aware of impacts and the required ways of operating. Employees' awareness about the Environmental Policy and ways of working are increased through internal company communications, induction materials, and training.

In summer 2022, a reporting system called HSE Falcony was introduced through which the company's employees and external contractors can report

observations concerning environmental safety. Environmental deviations and environmental observations are reported separately. In 2022, one environmental deviation and three environmental observations were made in the Pahtavaara mining area. The environmental deviation was reported in March 2022, when a contractor's truck leaked a small amount of hydraulic oil onto the ground at the Pahtavaara site. Rupert Resources inspected the leak site after the cleaning was performed by the contractor.

Rupert Resources' compliance commitments include financial responsibility in the form of a security deposit for the Pahtavaara mine closure (640 000€) in accordance with the Finnish Environmental Protection Act. In accordance with obligations under the Mining Act, a security deposit of 210,000€ has been set for the Pahtavaara mining permit area and a 42,000€ one for exploration permit areas.



**In 2022, a reporting system was introduced to report environmental safety observations.**



## Environmental risk assessment

**IN EARLY 2023**, a comprehensive mapping of the company's environmental risks was carried out with the help of an external consultant. The environmental risk assessment for all the company's operations is to be reviewed annually as part of the environmental management system which is currently under development.

The assessment covered the Pahtavaara mine and related operations as well as the Ikkari project's planned operations according to the PEA and exploration activities. The assessment included three risk assessment workshops with key personnel. Risks were categorised based on location, operation, and the probability and consequence level of each risk. As the Pahtavaara project has been active in the years 1996–2014 and is currently in the care and maintenance stage and the Ikkari project is in its early stages, different environmental measures and risks are relevant to each area.

Out of the 17 risks identified in Pahtavaara, 16 were classified as low consequence level risks and 1 as a medium consequence level risk. This risk concerns the spread of plastic waste into the environment from the outdoor

storage area containing drill core boxes and historical samples generated by the operations of the previous owner. Rupert Resources started cleaning the area in summer 2021 and the work is continuing in 2023. Other identified risks concerned runoffs, discharge and pollution, oil leaks, the possibility of fire, and open pits. Environmental risk management in Pahtavaara focuses on waste and water management as well as monitoring of the vegetation cover of the tailings pond. As per ICMM guidance and sustainable mining standard, a site-specific operation, maintenance, and surveillance (OMS) manual for the tailings storage facilities will also be produced during 2023.

Rupert Resources wanted to do a preliminary risk assessment for Ikkari project to be able to determine in the future how successfully risks have been eliminated and reduced when planning proceeds. For the Ikkari project PEA stage plans mostly high-level risks have been identified. These risks will be mitigated through systematic planning before the project is concretely realized.

A total of 18 risks were identified in Ikkari. Out of these 18 risks, 4 were classified as low consequence level risk events, 8 as medium, 2 as high, and 4 as

### **Environmental risk management at Pahtavaara focuses on waste and water management.**

very high. Ground subsidence, waste and chemical pollution, and water discharge pose the greatest risks. To reduce risks, waste, water, and security management processes focus on managing extractive waste leachate, understanding the effects of underground mining methods, and maintaining the chemical and ecological status of receiving water bodies. The risk analysis will be repeated and revised regularly, next time when the prefeasibility study (PFS) is completed.

A total of 7 risks were identified in Rupert Resources' exploration activities, 5 of which were identified as low consequence level risks and 2 as medium. The most significant risks entailed the possibility of an oil leak and the disturbance of protected species and local biota. Cooperation with drilling contractors is a key element in managing environmental risks in exploration operations.



# ENERGY USE AND GHG EMISSIONS

## Climate impact

This is the first time that all of Rupert Resources' greenhouse gas emissions (Scope 1–3) have been calculated. To understand the baseline and trajectory of the emissions, the emissions were also calculated for the years 2020 and 2021. Unlike previous calculations, the 2022 calculation included all Scope 3 emissions from *Category 1 Purchased Goods and Services*. A GHG emissions calculation template was established with

the assistance of an external consultant. This will help Rupert Resources to provide comparable data on an annual basis.

The majority of the increase in reported emissions is due to the larger scope of the carbon footprint assessment. The main improvements include a complete estimation of Scope 3 emissions from *Category 1: Purchased Goods and Services*, the inclusion of *Category 3: Fuel and Energy-Related Activities*, and

improvements in business travel and employee commuting data collection. The 2022 calculation includes all relevant Scope 3 categories with the exception of *Category 15: Investments*, which is assumed to be insignificant. Scope 1 and 2 emissions are comparable to previous years.

Fuel consumption in drilling and other supplier operations is the most significant emission source. Emissions from other

purchases, most of which are services, comes as a close second. Laboratory and reporting services, from which primary emission data is available, account for 11% of procurements. Other procurement emissions are estimated based on the [SYKE ENVIMAT](#) monetary index and thus the results are an approximation.

**Table 7: GHG emissions 2022**

tCO <sub>2</sub> e	2020	2021	2022	Change 2020–2022
<b>Scope 1</b>	81	61	84	+4%
Biogenic tCO <sub>2</sub> emissions	N/A	N/A	7	
<b>Scope 2 (market-based)</b>	489	452	415	-15%
<b>Scope 3</b>	838	1,143	2,395	Not comparable (see above)
Biogenic tCO <sub>2</sub> emissions	N/A	N/A	30	
<b>Total emissions</b>	<b>1,408</b>	<b>1,655</b>	<b>2,894</b>	<b>+106%</b>

**Table 8: Emissions by source 2022**

	tCO <sub>2</sub> e	% of total emissions
Supplier fuel	1,049	36
Purchases	1,013	35
Electricity	516	18
Travel*	240	8
Waste	83	3

\*Travel includes business travel and employee commuting.







### Emissions intensity

Two different KPIs are used to determine Rupert Resources' emissions intensity. Full time equivalent (FTE) employees (2022: 31.4) is used as a denominator to assess emissions relative to the size of the company. The FTE calculation method has been revised since 2021, which impacts the comparability of the previous years' numbers. Because fuel consumption is directly correlated with drilling, drilled meter (2022: 75,430) is used as a denominator to calculate the operational emissions efficiency.

To assess Rupert Resources' resource efficiency, *gold in inferred resources* (1.26 million oz) and *gold in indicated resources* (3.86 million oz) are also used as denominators. Previously, only gold in inferred resources was used in emissions intensity calculations because gold in indicated resources would have been zero. Geological resources are defined through three different classifications (see Figure 5). Inferred gold resources have partially been reclassified as indicated resources because the reliability of the geological information concerning the deposit has increased compared to the last reporting period.

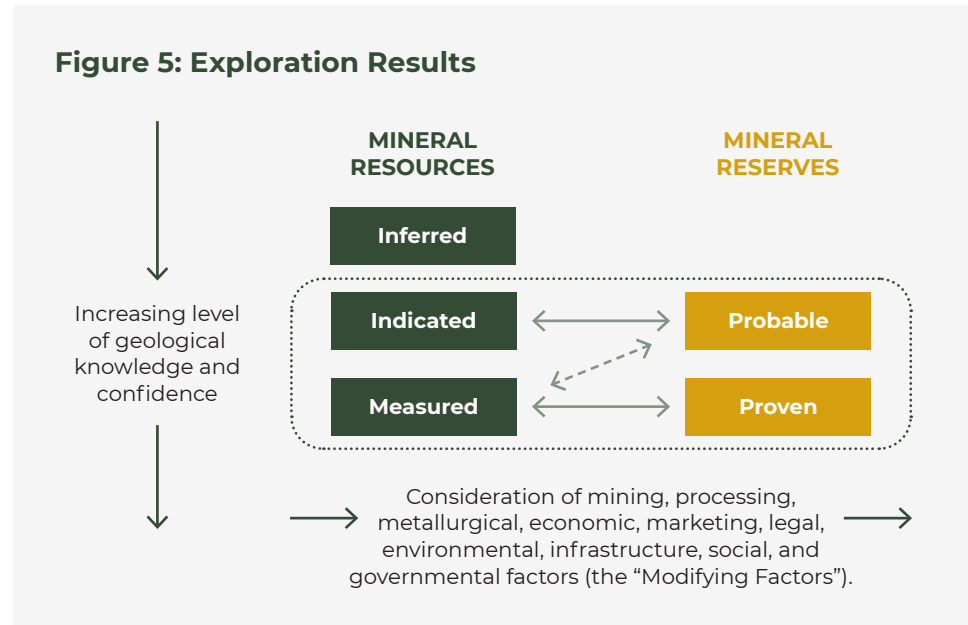
As mentioned, only inferred gold resources were used as a KPI for yearly emissions intensity accounting in previous years. As operations progress, the amount of gold resources cannot be properly allocated to different years. This is why it is more relevant to present the emissions intensity for gold resources covering the entire period of the company's operations in Finland. The cumulative emissions intensity table shows the emissions per resource over the course of the company's operations.

**Table 9: Emissions intensity**

	(tCO <sub>2</sub> e/FTE)				(tCO <sub>2</sub> e/drilled meter)			
	2020	2021	2022	Change 2020–2022	2020*	2021*	2022	Change 2020–2022
Scope 1	4	3	3	-25%	0.03	0.001	0.001	-75%
Scope 2	23	22	13	-44%	0.016	0.008	0.005	-79%
Scope 3	40	54	76	+90%	0.027	0.021	0.032	-20%
<b>All Scopes</b>	<b>67</b>	<b>79</b>	<b>92</b>	<b>+37%</b>	<b>0.046</b>	<b>0.031</b>	<b>0.038</b>	<b>-44%</b>

\*2020 and 2021 numbers have been adjusted from the previous year's report. Read more on p.63

Note: The 2021 emissions per drilled meter figure reported in previous year's report was incorrectly calculated using drilled meter data from 2020 and only with Ikkari's drilled meters. The correct figure for 2021 has been used in this report.



**Table 10: Cumulative emissions intensity 2022**

	tCO <sub>2</sub> e/gold in inferred and indicated resources (oz)
Scope 1	0.04
Scope 2	0.26
Scope 3	0.85
<b>All Scopes</b>	<b>1.15</b>



## Energy consumption

The majority Rupert Resources' energy consumption is generated in contractor operations. In 2022, Rupert Resources consumed a total of 22,626 MJ of energy, of which 55% outside of the company and 45% inside.

**Table 11: Energy consumption 2022**

	Inside organisation (Scope 1-2)		Outside organisation (Scope 3)		Total	
	GJ	%	GJ	%	GJ	%
<b>Fuels</b>	<b>1,163</b>	<b>12</b>	<b>12,407</b>	<b>99</b>	<b>13,570</b>	<b>49</b>
Fuel oil	168	14	12,149	98	12,317	91
Diesel	870	75	258	2	1,128	9
<i>from non-renewable sources</i>	<i>1,038</i>	<i>89</i>	<i>11,167</i>	<i>89</i>	<i>12,205</i>	<i>89</i>
<i>from renewable sources</i>	<i>125</i>	<i>11</i>	<i>1,365</i>	<i>11</i>	<i>1,490</i>	<i>11</i>
<b>Electricity</b>	<b>8,739</b>	<b>87</b>	<b>131</b>	<b>1</b>	<b>8,870</b>	<b>50</b>
<b>Heating</b>	<b>176</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>185</b>	<b>1</b>
<b>Total energy consumption</b>	<b>10,079</b>	<b>45</b>	<b>12,547</b>	<b>55</b>	<b>22,626</b>	<b>100</b>

**Table 12: Energy intensity 2022**

	Scopes 1-2	Scope 3
(MJ/FTE)	293	365
(MJ/drilled metre)	0.134	0.166
(MJ/gold in inferred and indicated resources)	0.002	0.002



# WATER MANAGEMENT

In line with ICMM recommendations, Rupert Resources aims to ensure that the company's water stewardship practices are effective, transparent, and inclusive of all stakeholders.

**RUPERT RESOURCES** uses an external certified sampler and accredited laboratory for water sampling and analysis in the Ikkari and Pahtavaara areas. Water monitoring results as well as an environmental monitoring report are submitted annually to the supervising authority, the Centre for Economic Development, Transport, and the Environment of Lapland (Lapin ELY-keskus).

In addition to ongoing monitoring, Rupert Resources is continuously developing ways to utilise and communicate data. In early 2023, a collaborative project with the goal of developing methods for water monitoring in the mining industry was started in Sodankylä. Rupert Resources is involved in the project and it's financed by the Maj and Tor Nessling foundation.

Water management processes and usage differ substantially between Ikkari and Pahtavaara. All significant water consumption takes places in Pahtavaara, which is why the information in the

water consumption table concerns only Pahtavaara.

In Pahtavaara, water accumulates in an underground mine. From there, the water has been pumped out and used for sawing drill core samples and for cleaning and as toilet water. However, the water is no longer reused as the quality of the water pumped from the pit has varied, which is why the amount of water recycled is no longer considered a relevant metric. Rain, meltwater, and water pumped from the underground mine are now directed through the settling basins to the wetland area, from where the water flows into natural ditches.

Water has been withdrawn from the Soasjoki river since July 2022. In 2022, a total of 1.24 megalitres of water were withdrawn from Soasjoki for saw water as well as cleaning and toilet water. Water data is collected with flow meters in line with the general practice of the mining industry.

## Water management and risks in Pahtavaara

Water catchment and discharge mainly takes place in the Pahtavaara mining area. Pahtavaara mine has environmental monitoring program for water emissions monitoring which is approved by supervising authority. Pahtavaara ore has a very high neutralisation potential due to its geological composition, specifically the absence of significant sulphide material in historically mined areas. This means the risks of Acid Mine Drainage (AMD) and any consequent effects on aquatic life, are low.

Both surface waters and discharged water are continually monitored in the Pahtavaara area. The Regional State Administrative Agency for Northern Finland (Pohjois-Suomen aluehallintovirasto) established a maximum flow-weighted quarterly mean concentration of inorganic solids of 10mg/litre in Pahtavaara's environmental permit. This limit was not exceeded during the reporting period.

**Table 12: Water consumption in Pahtavaara 2022**

	Megalitres	M <sup>3</sup>
Total water withdrawal	440	439,980
Surface water (fresh water)	440	439,980
Water from Soasjoki	1	1,240
Water pumped out from the mine	439	438,740
Total water discharge	1,092	1,092,000
Surface water (fresh water)	1,092	1,092,000
Rain, meltwater, and water pumped from the mine	1,092	1,092,000
<b>Total water consumption (Total water withdrawal – Total water discharge)</b>	<b>-652</b>	<b>-652,020</b>



Nitrogen residues in Pahtavaara's waste rock areas can pose a risk to receiving water bodies. Nitrogen levels are therefore monitored, and water that has been discharged passes through the wetland area field in the wetland area before entering any ditches. Results from environmental monitoring show that 25% of the nitrogen is left in wetland's peat layer, preventing too much nitrogen from entering waterways. No official limits have been set for the level of nitrogen in water, but if the levels would increase significantly, it would be noticed immediately due to monitoring. In the event of increasing levels of substances of concern, water discharge would be halted, and an investigation would be conducted to identify the source of the problem.

The water pollutant levels for 2022 were higher than in previous years. Previously, the pollutant calculation was based on an estimate of the amount of water. A continuous flow meter was installed in July 2022, which measures the actual amount of water diverted and pollutants can be calculated more precisely. The meter is maintained and calibrated regularly by an external

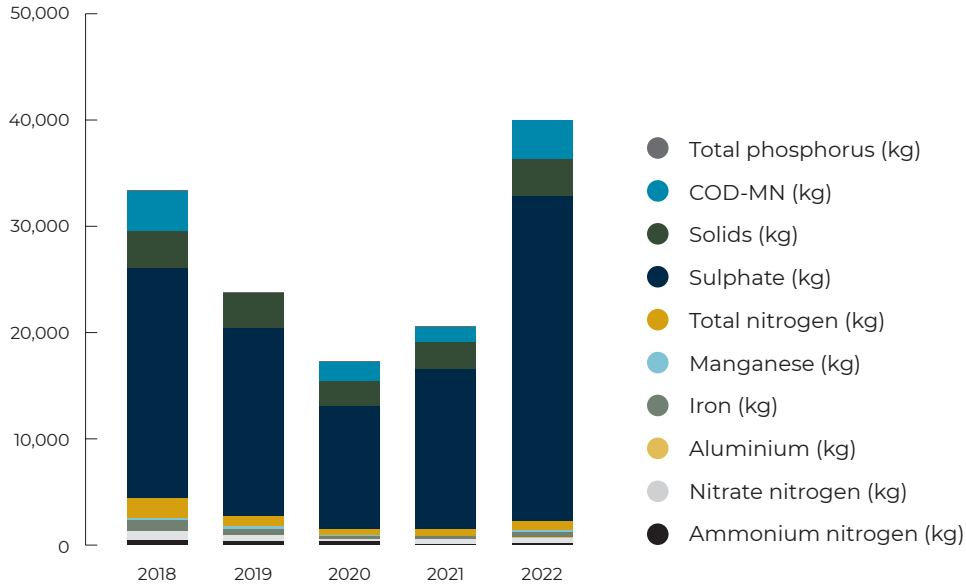
### **Both surface waters and discharged water are continually monitored in the Pahtavaara area.**

consultant. The previous water amount estimate had been too small because it did not account for precipitation and runoffs from the mining area. Now the amount of water discharged can be measured accurately. Water discharges are calculated in kilograms of discharged water (litres) as the product of the laboratory results of water samples (mg/l). Water concentrations have remained at the same level, so the year-to-year variation in water discharges is mainly due to variations in the volume of water discharged.





Figure 6: Pahtavaara emissions to Koserusoja ditch (main discharge route) (kg/a)



There are two class 2 dams at the Pahtavaara mine site. The dams have been classified according to the Finnish Dam Safety Act. Under the classification system, there are three classes of danger, of which class 1 is the highest. A class 2 dam is one which in the event of an accident may cause danger to health or greater than minor danger to the environment or property. These two dams have a monitoring program approved by the dam safety authorities. The program calls for three weekly monitoring visits to the area. In the case of flooding

or exceptional weather conditions, monitoring is done daily. An internal dam safety inspection according to the Finnish Dam Safety Act is performed annually by Rupert Resources environmental personnel and an employee responsible for dam safety. The inspectors review the monitoring data and any repairs or changes made to the dams in previous years and carry out a field inspection of the dam areas. Dam monitoring and observations are recorded in the Rupert Resources' digital reporting system (HSE Falcony).

**Rupert Resources wants to ensure the preservation of high-quality water in the areas surrounding its operations.**



**Water management and risks in Ikkari**

In the exploration operations in Ikkari, water consumption and risks are relatively small as water is only used in drilling. When a hole has been drilled, the water used is taken from the previous drilling hole. A maximum of one cubic meter of water is used per drilled hour, so the water usage in Ikkari and in other exploration operations is relatively small.

As part of the planning for the Ikkari gold mine project, Rupert Resources aims to ensure the quality of nearby waterways does not deteriorate relative to its pre-operations base line. Continuous environmental monitoring stations are used to measure the flow, turbidity and conductivity of nearby water bodies. The groundwater in the area is continuously measured for pore water pressure in groundwater monitoring wells. Waters

in the Ikkari area have a high buffering capacity and the oxygen saturation level was mostly excellent. Waters in the area are mainly nutrient-poor.

The most significant environmental issues identified in the initial plans for Ikkari are those related to the chemical or ecological status of surface waters and receiving water bodies. Identified risks relate to the release of nitrogen from explosives and other harmful substances like metals and salts. As the water discharges must not deteriorate the chemical or ecological status of the receiving water body, additional studies, data collection, and modelling are being planned and will be completed during the Ikkari environmental impact assessment and permitting processes.



# WASTE MANAGEMENT

In line with ICMM Principle 6, risks identification has been conducted and risk management processes related to the transportation, handling, storage, and disposal of all hazardous materials have been created.

**AT THIS MOMENT,** hazardous substances or waste apart from small items like batteries and electronics are not handled or transported. This means that all relevant waste is non-hazardous waste. All waste is treated, recycled and disposed of in accordance with the Finnish Waste Act and applicable regulations.

Rupert Resources operates in accordance with the waste hierarchy. The goal is to reuse as much equipment and material as possible. The role of personnel in the success of circular actions is significant. In early 2023, a recycling and sorting info session was held for the entire staff. Up-to-date communications and continuous learning are ensured by presenting environmental information in weekly staff meetings.

Rupert Resources has built new storage and processing facilities for core samples

in Sodankylä, which were commissioned at the end of 2022. A new type of sawmill sludge recycling and collection system was installed in the new facilities. The system recycles the water from the sludge for reuse in the sawmill. Previously, the water used for sawmilling could not be recycled. The new recycling system reduces both water consumption during sawing and the amount of sludge produced, as the sludge can now be delivered to further processing in a drier state.

Cleaning historical sample waste from the Pahtavaara area increased the amount of waste generated during the reporting period. Nearly a quarter of all waste was generated from the dismantling of old warehouses and samples. The rest of the waste was generated in operations in Pahtavaara. Cleaning in Pahtavaara will continue in 2023.

Figure 7: Waste generated

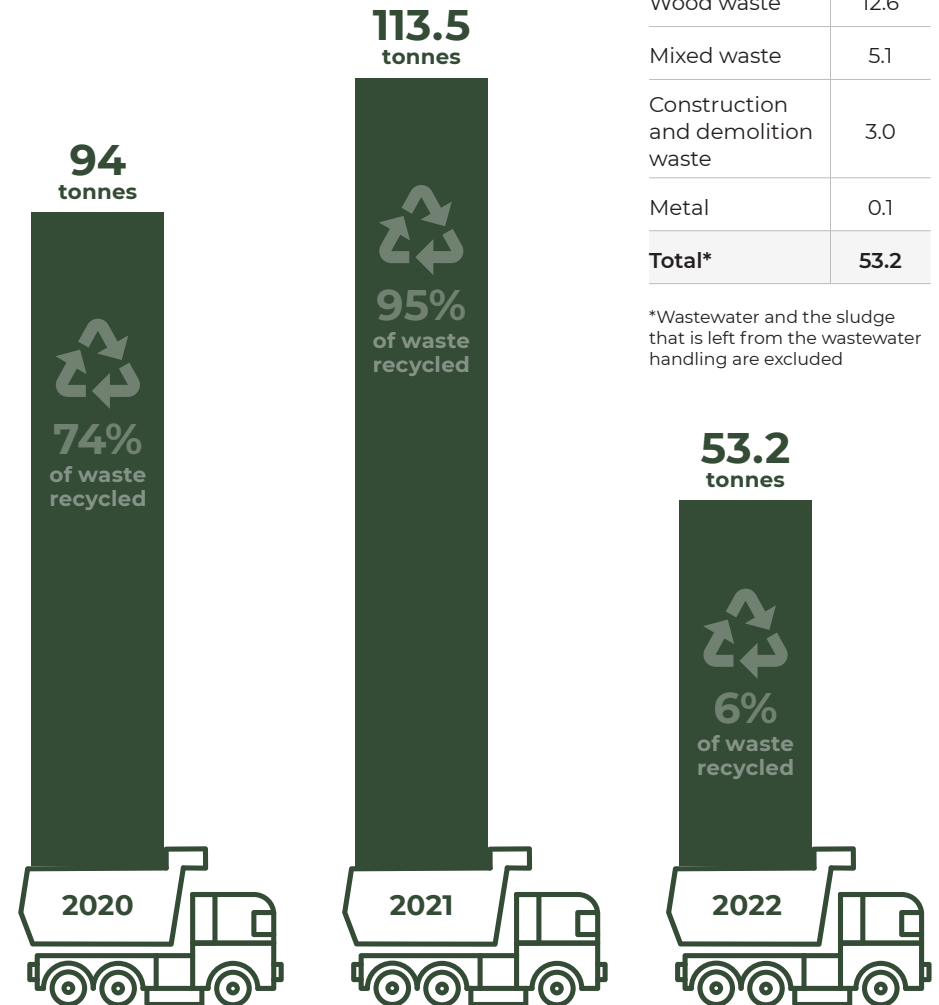


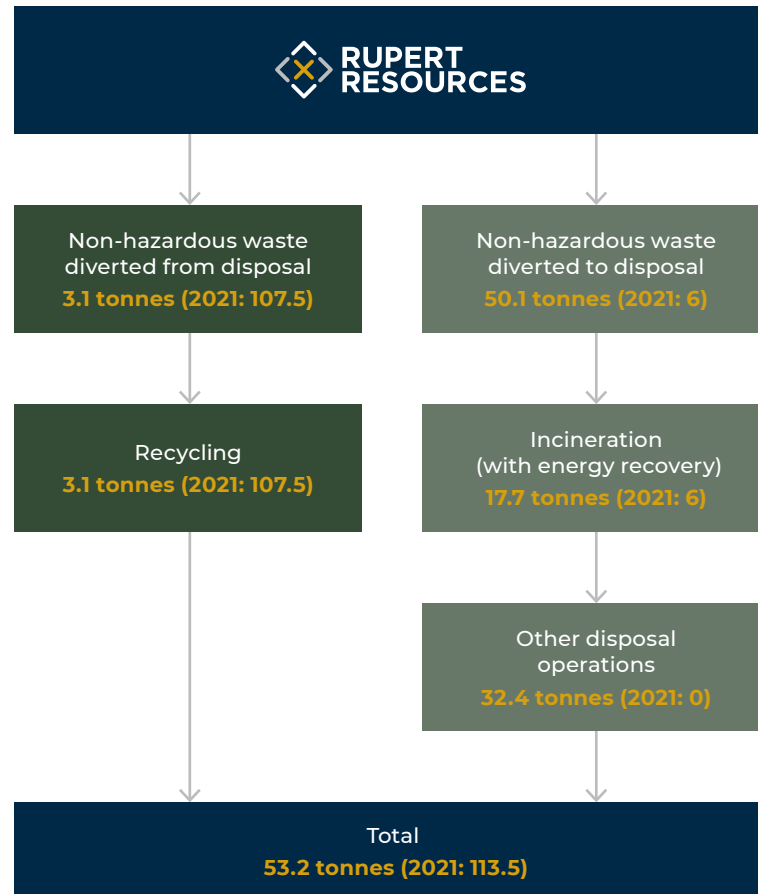
Table 13: Waste generated (tonnes)

Drillcore sawing sludge	32.4
Wood waste	12.6
Mixed waste	5.1
Construction and demolition waste	3.0
Metal	0.1
<b>Total*</b>	<b>53.2</b>

\*Wastewater and the sludge that is left from the wastewater handling are excluded



Figure 8: Waste generated in Rupert Resources 2022



All significant waste streams are handled offsite by a third-party operator. Rupert Resources ensures that the waste operator has permission to receive and process the waste in question. These partners provide an annual summary of the amount of waste delivered and the method of recycling and disposal. In addition, the amount of waste is continuously monitored through invoicing.

The “other disposal operations” mentioned in Figure 8 concerns drillcore sawing sludge that is handled by Sodankylä’s wastewater treatment plant. Rupert Resources’ most significant environmental impact related to waste is the emissions from its partners’ waste incineration processes.

The amount of waste recycled in 2022 was relatively low compared to 2021. This is because, in 2021, 96 tonnes of recyclable wood waste was moved out of Pahtavaara due to the cleaning up of the old waste storage area. The total amount of waste for the year 2021 was 113 tonnes, which means that the recycled wood waste, which is not normally generated, represented the majority of the waste.



# FOSTERING BIODIVERSITY

The Rupert Lapland Project area is surrounded by the arctic environment of Finnish Lapland.

**THE PROJECT AREA** consists of the exploration permit area (369 km<sup>2</sup>) that includes Ikkari and the Pahtavaara mining area (4.2 km<sup>2</sup>). While it is widely acknowledged that the most significant environmental threat for the Arctic is climate change, business activities in the area also have the potential to disrupt the lifecycles of individual species and negatively impact overall biodiversity. Rupert Resources' goal is to work alongside nature, not against it.

Rupert Resources does not operate in any protected or Ramsar areas and the company's activities do not have known effects on these areas. The protected areas closest to the company's activities have been mapped. The protected areas within 50 metres of explorations areas include the Ounasjoki river and the

wetland areas of Tollovuoma-Silmäsvuoma-Nunarvuoma and Tollovuoman-Vasansuoma. The most significant protected areas close to the operations are Ilmakkaava (12 km from Pahtavaara), Pomokaira-Tenniöaava (4 km from Pahtavaara), and Kaarevuoma (8 km from Ikkari).

Several controls are in place to ensure that work is carried out in an environmentally responsible manner. The Rupert Resources Environmental policy ensures that designations for protected areas are complied with and that biodiversity conservation and ecosystem protection are supported and contributed to. The potential risks and impacts on

**The Arctic contains large terrestrial areas with diverse ecosystems that sustain important and unique biodiversity. [...] Arctic ecosystems harbour highly specialised organisms, including some endemic taxa that have adapted to survive in these severe conditions and migratory species that exploit rich Arctic resources during summer breeding periods.**

– State of the arctic terrestrial biodiversity report (CAFF 2021)







biodiversity are assessed in each area before any exploration activity is begun, and operations are designed so that all environmental values specific to the area are considered.

In the summer of 2022, surveys were carried out extensively in Pahtavaara and Ikkari to understand the current state of the areas' biodiversity. Groundwater and dust fall monitoring was also started in both locations. Seventeen dust pollution collectors were installed around the Ikkari site, closest of which are in the immediate vicinity of the planned mining operation and the furthest of which are 20 kilometres away. In Pahtavaara, two dust fall collectors were installed near tailings pond. Dust fall collectors have also been installed in the villages closest to the affected area (Tepsa, Rajala, Jeesiö and Vaalajärvi) as well as in Kaarevuoma, the closest protected area to Ikkari. Dust falls are analysed monthly by an external laboratory. Archaeological investigations were also carried out in both areas, but no archaeological sites were found.

### **Biodiversity management and risks in Pahtavaara**

Risks for biodiversity at this stage of the operations in Pahtavaara are low. The most significant risks relate to water

discharges, leachate management, storage practices and open pits where animals can fall. The open mines are fenced, and the condition of the fence is checked during regular monitoring visits.

Rupert Resources is working to restore the ecosystem of the Pahtavaara area. The environmental permit from the 1990s specifies the minimum standards the closed mining area must meet. Nevertheless, Rupert Resources is currently working to update the restoration plans to meet, if not surpass, modern standards and requirements.

Baseline studies have been undertaken to understand the previous operators' impacts in Pahtavaara and systematic environmental monitoring started in 2021. The Centre for Economic Development, Transport, and the Environment (ELY-keskus) has approved the environmental monitoring program. The program includes monitoring waters inside the mines, the surface waters of the surrounding area, and the hydrobiology of the surface waters. Additionally, groundwater and dust falls in the mine area and its surroundings are being monitored voluntarily. Environmental management information is reported monthly in internal channels and annually to authorities.





Based on 2022 hydrobiology monitoring, water discharge or catchment had no effect on zoobenthos, fish populations, or the heavy metal content of the waters. The health and reproduction of fish populations is being monitored in the water catchment as a part of the biodiversity and water quality monitoring regimes. Based on 2022 fishing records and fishing enquiries, catches of brown trout and grayling were at a stable level in Ala-Postojoki.

In 2018, Rupert Resources launched an experimental research project at the Pahtavaara mine that will continue until the end of 2024. The purpose of the project is to determine the costs and sufficiency of an alternative, organic landscaping method. The experimental activities included sowing the tailings pond with oat, clover-grass and timothy seeds, fertilising the area, monitoring the success of the sowing and the development of the vegetation by biologists, and observing the lysimeters set up in the area. The lysimeter is a closed structure embedded in the tailings pond to measure the water level. Three lysimeters have been constructed on the site to test the effects of different cover structures on the quantity and quality of leachate from the tailings pond. The size of this rehabilitation area is 0.5 km<sup>2</sup>.

From 2020 to 2022, vegetation cover of tailings pond increased from 15% to 99% and the amount of metals in vegetation samples has decreased. Numerous new species have also started growing in the area that have not been planted there, such as white clover, willow, and horsetails. The former Pahtavaara tailings pond is becoming a meadow area, which will reduce dust deposition and further biodiversity enhancement is currently being studied. The success of the restoration process will continue to be monitored and in 2023, supplementary sowing and fertilisation is planned for the area. The settling pond of the tailings pond has become a shallow wetland area that a variety of birds visit.

In 2022, a nature survey was conducted in which the vegetation of the Pahtavaara area's two unsealed waste rock piles (0.17 km<sup>2</sup> and 0.13 km<sup>2</sup>) were studied by biologists. After the closure of the mine, the waste rock area has been naturally vegetated. Four shrub species, twenty-seven other tubular plants, and nine different species of mosses and lichens were observed in the first pile. Seven shrub species, twenty-three other tubular plant species, and four different species of mosses and lichens were found in the second side stone area.

### **A formal biodiversity monitoring programme and indicators are currently under development at Ikkari.**



## Biodiversity management and risks in Ikkari

At the moment, the priority for the Ikkari project area is conducting a large-scale baseline biodiversity assessment. All the environmental monitoring currently carried out at Ikkari supports the environmental impact assessment (EIA) procedure for the mining project. By thoroughly collecting this information before mining operations begin, Rupert Resources can gather information on the natural state of the area and be able to rehabilitate it properly after the mine is closed. This includes, for example, monitoring dust falls and the quality of surface water and groundwater in the area. When beginning mining operations in Ikkari, discharged water will be monitored continually. A formal biodiversity monitoring programme and indicators to manage the biodiversity of the area during mining operations are currently under development.

An external Finnish environmental consultancy carries out environmental impact assessments at Ikkari. The company brings strong local expertise to the initial stages of the project. The impacts of Rupert Resources' operations on the environment will last longer than the mining operations, which are estimated to last around two decades.

The exploration phase also has impacts on surrounding nature. Through induction and training processes, employees and contractors understand the conditions of the exploration permit with regards to waste management, spillage prevention, the plugging of drill holes, and endangered species.

Operations are timed with awareness and caution regarding ecological cycles. This includes avoiding golden eagle nesting sites during breeding season, pausing work in the wetlands or other sensitive areas during the summer, and aligning work with monitoring of reindeer herding activities. Forests and wetlands can be negatively impacted by the machines used in exploration. These machines cause low surface pressure that can be compared to a medium-sized human walking. However, this could still have negative impacts on sensitive areas. Work is conducted in these areas in the winter instead of the summer, existing forestry roads are used whenever possible, and records are kept of any damage to trees. Damage is minimised by mapping routes in advance, and landowners are compensated should any damage occur.

# GOVERNANCE





# HIGHLIGHTS & GOALS

## Key metrics

Executives with sustainability mandates – 2022:

1

(2021: 0)

Executive compensation linked to sustainability targets and achievements – 2022:

2.5%

of total compensation  
(2021: 2.5%)

## Highlights 2022

**IMPROVED** stakeholder engagement by hosting public events and meetings, replying to demands by creating a mailing list and a Finnish language website for local information as well as conducting stakeholder surveys to receive feedback.

**ENGAGED** with local stakeholders to provide support for sports teams and local events.

**CONDUCTED** GAP analysis against selected standards (ICMM, Responsible Gold Mining, Finnish sustainable standard for mining) and categorised unfulfilled obligations based on urgency. Created an action log that is used to regularly monitor implementation.

**INVESTED** time and resources to develop reporting processes.

## Goal

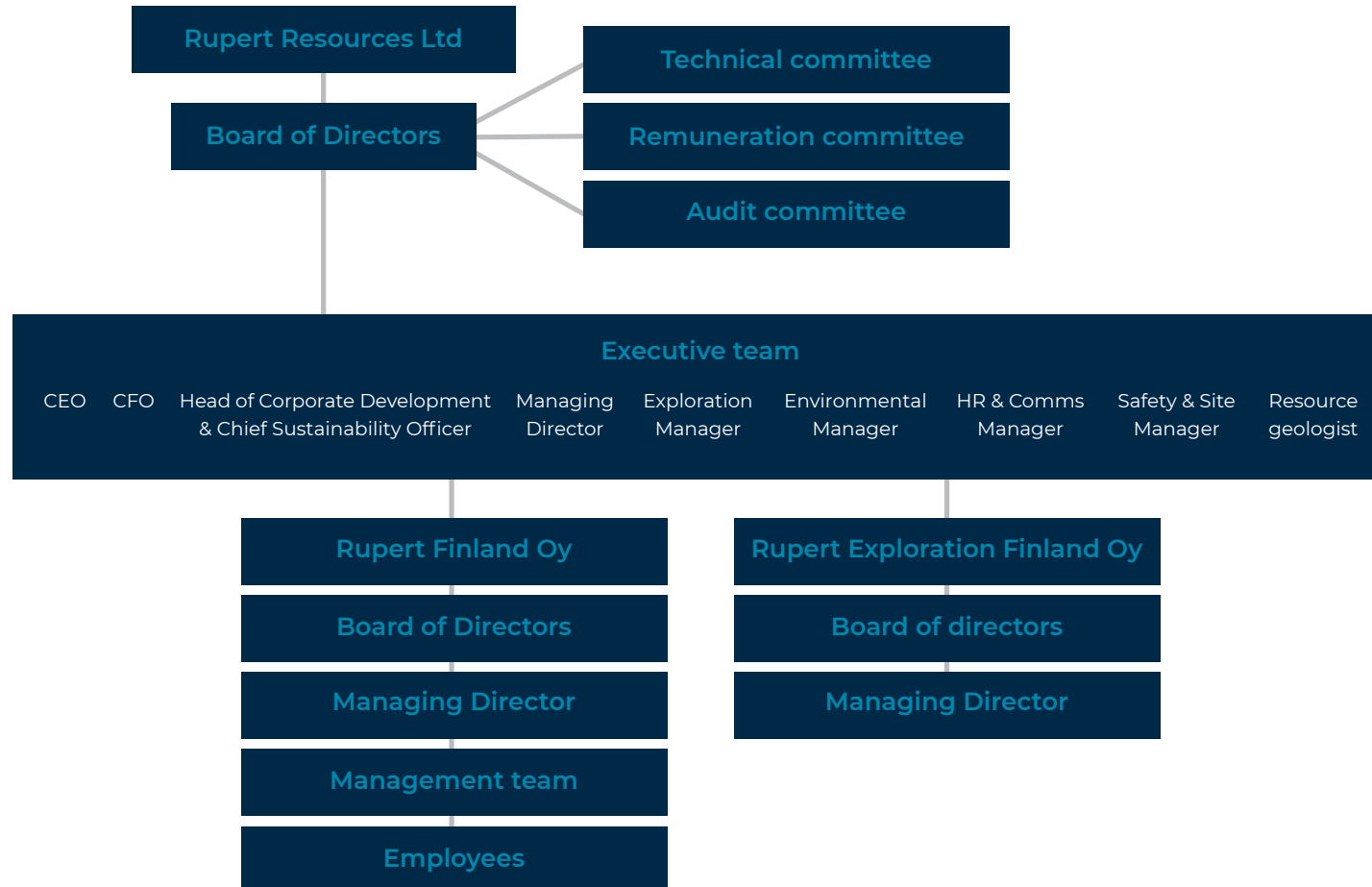
Embed sustainability principles in operations and governance structures, meet or exceed the highest industry standards, and create shared value for stakeholders.





# CORPORATE GOVERNANCE

## Governance structure



### 2022

Average tenure of board members  
**5 years** (2021: 4)

Share of women on the board  
**17%** (2021: 17%)

Independent directors of the board  
**83%** (2021: 83%)

**THE RUPERT RESOURCES** Board of Directors has three committees: the technical committee, the remuneration committee, and the audit committee. The technical committee meets once or twice a year to discuss technical matters related to Rupert Resources' exploration and development projects as well as considers NI43-101 Technical Reports prior to their finalisation. The remuneration committee meets around three times a year to set management and board remuneration. The audit committee meets at least four times a year and reviews financial information, internal controls regarding finance and accounting as well as auditing, accounting, and financial reporting processes.

All board members own shares in the company, directly or indirectly.

**Table 14: Rupert Resources Ltd. Board Members 2022**

Name	Position	Tenure began	Executive position	No. of voting securities beneficially owned, directly or indirectly	Other significant positions and commitments	Committee(s)	Gender	Material skills and experience
Gunnar Nilsson	Chair of Board	June 2018	Non-Executive	333,000 common shares	-	Audit committee Remuneration committee	Male	Over 30 years of experience in developing and operating businesses in Europe and through joint venture companies outside Europe.
Susan Milton	Member of Board	June 2016	Non-Executive	2,387,752 common shares	-	Audit committee Remuneration committee	Female	Two decades of experience as an investor and investment advisor with a focus on the mining sector.
George Ogilvie	Member of Board	June 2020	Non-Executive	47,169 common shares	President, CEO and Director of Arizona Sonoran Copper Company Inc.	Technical committee Remuneration committee (Chair)	Male	Former CEO of Kirkland Lake Gold Inc and of Battle North Gold.  More than 30 years of experience in managing and operating in the mining industry.
Michael Ouellette	Member of Board	June 2020	Non-Executive	613,350 common shares	CEO of US-based family office	Audit Committee (Chair)	Male	Over two decades of executive leadership in the family office industry.
Michael Sutton	Member of Board	April 2013	Non-Executive	691,774 common shares	Director of Galway Gold Inc., Galway Metals Inc., North Peak Resources Ltd.	Technical committee	Male	A geologist who has worked in some of the most prolific producing Canadian gold camps, working in various senior-level positions directing gold exploration programs.
James Withall	Member of Board CEO	April 2017	Executive	863,311 common shares	-	Technical committee	Male	Over twenty years of experience in mining and precious metals fund management, seven years of experience as a geologist.



## Remuneration policies

**THE BOARD** determines new nominees to the Board, but no formal process has been adopted. The nominees are generally the result of recruitment efforts by the Board members, including both formal and informal discussions among Board members. The Board monitors but does not formally assess the performance of individual Board members or committee members or their contributions. The members of the audit committee are elected by the Board and must have experience in financial matters. The most notable criteria in selecting members of the Board include experience in the mining industry or similar, applicable industries and independence from the company.

Rupert Resources' CEO sits on the board but does not act as Chair of the Board.

**THE REMUNERATION** committee meets approximately five times a year to set management and board remuneration, including equity-based remuneration. An external organisation reviews the executive and board remuneration plans every two years. Board member remuneration includes top-up fees for committee members as well as fixed salaries for the Chair and directors (aside from the CEO). Share-based compensation is options-only up to maximum Black & Scholes derived values. The salaries and benefits of the board members, the CEO, and the CFO can be found in the most recent annual [MD&A](#). In the 2022–2023 fiscal year, reaching a specific sustainability target was integrated into the factors affecting variable remuneration with the weight of 2.5%. The sustainability goal for 2022–2023 was to establish sustainability policies and tracking, and this goal was reached successfully. For the 2023–2024 fiscal year, the sustainability goal considered

in remuneration is reaching the level A in the Finnish Network for Sustainable Mining's (FNSM) [Standard for Sustainable Exploration](#). Level A is the goal for every company that is a member of FNSM. The result is verified by an external party.

The Board of Directors is responsible for recommending compensation for the directors and the Executive Officers and is advised in this regard by the remuneration committee. Compensation for the Executive Officers is reviewed by the Board on an annual basis. The remuneration committee advises the Board and recommends the Executive Officers' compensation to the Board based on industry standards and the company's financial situation.

The compensation of executive officers and senior management comprises of a base salary, a short-term incentive plan (STIP) and a long-term incentive plan (LTIP). Bi-annually, the remuneration committee commissions a third-party review of the compensation structure

**The sustainability target for 2022–2023 was to establish sustainability policies and tracking, and this goal was reached successfully.**

and overall package levels, including incentive plan levels. The STIP is awarded based on HSE, financial, operational and personal metrics that are agreed each year by the remuneration committee. The LTIP awards that comprise share options and preferred share units are awarded based on shareholder return metrics and the achievement of key milestones for the company. The ratio of annual compensation of the CEO and the median annual compensation for all employees (year ended 28.2.2023) was approximately 1:7.





# ETHICS AND INTEGRITY

In accordance with ICMM Principle 1, Rupert Resources has selected best practice governance and ethical behaviour as a high-priority material topic.

**THE COMMITMENT** to conducting business ethically includes acting honestly, fairly, and openly, adhering to a defined set of policies and behaviours (read more on p.13–14), and fully adhering to all applicable laws and regulations.

Preventing conflicts of interest is essential to ensure ethical decision-making and to maintain the trust of stakeholders. If conflicts of interest arise, a sub-committee excluding those involved in the conflict of interest is formed to handle the issue. For example, in certain situations, those with a significant number of shares in the company may

be excluded from meetings. Conflicts of interests are assessed on a case-by-case basis and legal advice is sought. Potential conflicts of interest are communicated to relevant stakeholders.

Rupert Resources has not conducted a systematic assessment of corruption-related risks because the perceived general corruption risk in the operating region is low. During the reporting period, there were zero confirmed incidents related to corruption or anti-competitive behaviours, and zero incidents of non-compliance with laws and regulations.





# RESPONSIBLE MARKETING AND COMMUNICATIONS

Rupert Resources places a high value on being honest, inclusive, and proactive in communication with all stakeholders.

**RUPERT RESOURCES** aims to always report material information and not disclose information selectively. Rupert Resources communicates and has dialogue through a variety of channels with its stakeholders. Local community ties are also very important to the company. Details about Rupert Resources' strategy, management, and board, as well as information about project activities and assets, can be found on the company's [website](#). It also contains financial statements and other relevant information for investors. Details of Rupert Resources' operations in different areas were published in Finnish via YouTube videos in 2022. In April 2023, a Finnish language website ([www.ikkari.fi](#)) that offers additional information on local matters was launched. Press releases, news articles, and policy information

about Rupert Resources' operations are regularly published on the company's website ([www.rupertresources.com](#)), as well as on LinkedIn, Twitter, Instagram, YouTube, and Facebook. Rupert Resources can be contacted through any of these channels to comment, give feedback or ask questions. The company's CEO, James Withall, often speaks with the media, and Rupert Resources has a strong presence at a variety of business gatherings to interact with investors and other stakeholders in person.

Investors and other stakeholders can access the detailed interactive 3D and 360-degree visual information of Rupert Resources' mining assets publicly through Vrify. Vrify is a web-based platform for mining businesses that enables 3D modelling and virtual site visualisation.



# PRIVACY AND INFORMATION SECURITY

**THE PRIVACY OF EMPLOYEES** and other stakeholders is integral to Rupert Resources. Rupert Resources works with European data collection and communication platform providers and servers to ensure information security and compliance with European Union data protection regulation (GDPR). Rupert Resources is currently in the process of implementing a stakeholder engagement tool that uses European-hosted servers. During the reporting period, there were no incidents or complaints related to privacy issues or data leaks.

# TAX FOOTPRINT

Being proactive and transparent and ensuring local economic benefits are key to Rupert Resources' approach to taxes.

**RUPERT RESOURCES'** Finnish subsidiaries, Rupert Finland Oy and Rupert Exploration Finland Oy, are registered in the local municipality of Sodankylä in order to support the local economy as much as possible. The company does not have a separate tax strategy.

Rupert Resources strives to ensure compliance and works with the local tax authority. The Finnish Tax Administration regulates all tax-related issues with the Finnish subsidiaries. The CEO and Board of Directors of Rupert Finland Oy and Rupert Exploration Finland Oy are responsible for Finnish taxation matters and compliance. The CFO of Rupert Resources Ltd. is responsible for the parent company's tax matters. Rupert Resources does not conduct a systematic assessment of tax risks nor is there a systematic approach to stakeholder engagement concerning tax matters.

Rupert Resources seeks to ensure that transfer pricing outcomes are in line with fair business practices and value creation.

Evidence of and mechanisms for tax and royalty payments codes in Finland, including transfer pricing outcomes, are in line with fair business practices and value creation. Rupert Resources publishes its tax, royalty, and other payments to governments annually by country and project in Extractive Sector Transparency Measures Act (ESTMA) disclosures, which can be viewed on Rupert Resources' [website](#).

**Rupert Resources' Finnish subsidiaries are registered in the local municipality of Sodankylä to support local economies.**

The process to provide reasonable assurance regarding the reliability of financial reporting where tax information is included is in accordance with Generally Accepted Accounting



Principles ([GAAP](#)) and International Financial Reporting Standards ([IFRS](#)). Tax compliance is outsourced to third party providers, and it is subject to audit on an annual basis. Rupert Resources supports the principles of the Extractive Industries Transparency Initiative (EITI) and has formal support of the initiative. Under ESTMA obligations, taxes and other payments in all countries from operations are reported to the Government of Canada.

To ensure aligned taxation, budget, and planning activities, long-term plans are made for the full lifecycle of mining operations. One important aspect of the company's operations is to create jobs in the area and therefore have a positive impact on local infrastructure and economies. This interdependency also increases local municipality tax revenues from the jobs created.

Rupert Resources' operational activities have primarily focused on the Rupert Lapland Project Area in Finland, but the company has tax jurisdiction in both Canada and Finland. Rupert Resources Ltd. is registered in Canada and abides by Canadian tax laws. Information on these two entities for the reporting period is presented in Table 15.





# ECONOMIC PERFORMANCE

**RUPERT RESOURCES'** core focus for the following fiscal year remains to further advance the company's assets within the Rupert Lapland Project Area. The financial statement reporting is in Canadian dollars. The financial statements for the twelve months ended 28.2.2023 are prepared in accordance with IFRS as issued by the International Accounting Standards Board ([IASB](#)).

**TABLE 15** is based on the GRI indicator 201-1 (see below). The information has been sourced from the company's financial statements 2022–2023.

*Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below.*

- i. *Direct economic value generated: revenues;*
- ii. *Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;*
- iii. *Economic value retained: 'direct economic value generated' less 'economic value distributed'.*

*Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.*

**Table 15: Summary of economic performance 2022–2023** **\$ CAD**

<b>Economic value gained</b>	<b>0</b>
Revenue	0
Revenue from third party sales	0
Gain on sale of property	0
Other income	0
<b>Economic value distributed</b>	<b>13,723,409</b>
Operating costs	5,971,431
Employee wages and benefits	2,314,493
Regulatory fees	326,164
Other operating costs	0
Share-based payments	2,796,828
Depreciation and other losses	212,939
<b>Economic value retained</b>	<b>13,099,969</b>
Net loss	13,099,969
Deferred income tax recovery	0
<b>Total assets</b>	<b>177,042,151</b>
Cash and cash equivalent	70,499,292
Exploration assets	96,628,131



# APPENDIX





# GRI INDEX

Code	Indicator	Location in report	Additional information
2-1	Organizational details	Rupert Resources in brief <a href="#">p.7</a>	
2-2	Entities included in the organization's sustainability reporting	Reporting principles <a href="#">p.10</a>	Rupert Resources does not adjust for minority interests when reporting sustainability information. The way mergers, acquisitions etc. are taken into account is detailed if it impacts data. The approach does not differ across standards or material topics.  The entities included in this sustainability report are Rupert Resources Ltd., Rupert Finland Oy, and Rupert Exploration Finland Oy.
2-3	Reporting period, frequency and contact point	Reporting principles <a href="#">p.10</a>	
2-4	Restatements of information		The emissions intensity for the years 2020 and 2021 has been updated in this report due to errors in the calculation undertaken by a previous consultant.
2-5	External assurance		This report has not been externally assured.
2-6	Activities, value chain and other business relationships	Rupert Resources in brief <a href="#">p.7</a>	Rupert Resources works with 49 different contractors.
2-7	Employees	Working at Rupert Resources <a href="#">p.26</a>	No significant fluctuations during the reporting period.
2-8	Workers who are not employees	Working at Rupert Resources <a href="#">p.27</a>	No significant fluctuations during the reporting period.
2-9	Governance structure and composition	Governance structure <a href="#">p.54</a>	There are no representatives of stakeholders or underrepresented social groups on the Board of Directors. There are no committees on the Board of Directors explicitly responsible for managing sustainability impacts.
2-10	Nomination and selection of the highest governance body	Governance structure <a href="#">p.56</a>	Competencies that are relevant to Rupert Resources' impacts, views of stakeholders, or diversity are not explicitly considered when nominating and selecting the members of the Board of Directors. Independence is considered in the nomination and selection process.
2-11	Chair of the highest governance body	Governance structure <a href="#">p.56</a>	
2-12	Role of the highest governance body in overseeing the management of impacts	Managing sustainability <a href="#">p.16</a>	The Board of Directors does not explicitly engage with stakeholders to support management of impacts.
2-13	Delegation of responsibility for managing impacts	Managing sustainability <a href="#">p.16</a>	
2-14	Role of the highest governance body in sustainability reporting		The Rupert Resources Ltd. Board of Directors reviews and approves the sustainability report.



Code	Indicator	Location in report	Additional information
2-15	Conflicts of interest	Ethics and integrity <a href="#">p.57</a>	<p>Cross-board membership is reported at minimum in the <a href="#">Notice and Information Circular for the Annual and Special Meeting of Shareholders</a> (p.35 “Other Directorships”).</p> <p>The following are reported to stakeholders in an appropriate channel: cross-shareholding with suppliers and other stakeholders; existence of controlling shareholders; related parties, their relationships, transactions and outstanding balance.</p>
2-16	Communication of critical concerns		Critical concerns are reported to the CEO through the country manager. No critical concerns were reported in 2022.
2-18	Evaluation of the performance of the highest governance body		There is no formal process to evaluate the performance of the Board of Directors on overseeing sustainability matters.
2-19	Remuneration policies	Remuneration policies <a href="#">p.56</a>	<p>There are no pension, defined benefit, defined contribution, deferred compensation plans, sign-on bonuses, recruitment incentive payments or clawbacks in place.</p> <p>Each Executive Officer has a termination clause specific to their agreement. Read more in the Rupert Resources <a href="#">Notice and Information Circular for the Annual and Special Meeting of Shareholders</a>. (p.23–25).</p>
2-20	Process to determine remuneration	Remuneration policies <a href="#">p.56</a>	<p>The views of stakeholders are not sought regarding remuneration. The Compensation committee draws on outside consultants where appropriate in order to inform itself of current remuneration practices. The compensation of the members of the Board of Directors is determined by the Compensation Committee, which draws on practices elsewhere in determining the levels of Board compensation.</p>
2-22	Statement on sustainable development strategy	CEO's statement <a href="#">p.5</a>	
2-23	Policy commitments	<a href="#">Sustainability framework and policies p.13</a> <a href="#">Cultural heritage and tradition p.32</a>	<p>The extent to which the policy commitments apply to the organization's activities are specified in each policy. Rupert Resource's policy commitments don't specifically stipulate conducting due diligence, applying the precautionary principle, or respecting human rights. This does not mean that these principles are not applied to operations.</p> <p>There is no systematic communication about all of Rupert Resources' policies, excluding the HSE policy which is partly integrated into safety induction processes.</p> <p>The policy commitments do not currently apply to business relationships. However, this is under development.</p>
2-25	Processes to remediate negative impacts	Engaging with stakeholders <a href="#">p.22</a>	





Code	Indicator	Location in report	Additional information
2-26	Mechanisms for seeking advice and raising concerns	Engaging with stakeholders <a href="#">p.22</a>	
2-27	Compliance with laws and regulations		During the reporting period, there were no instances of non-compliance with laws and regulations.
2-28	Membership associations		Finnish Mining Association (Kaivosteollisuus ry), Technology Industries of Finland (Teknologiateollisuus ry), Lapland Chamber of Commerce (Lapin kauppakamari)
2-29	Approach to stakeholder engagement	Engaging with stakeholders <a href="#">p.20–23</a>	The purpose of the stakeholder engagement process is to understand the views of stakeholders and take these into account in operations and sustainability work.
2-30	Collective bargaining agreements	Working at Rupert Resources <a href="#">p.27</a>	88% of all employees belong to a collective agreement. 12% of all employees do not belong to a collective agreement. 100 % of Rupert Finland Oy employees belong to a collective agreement.
3-1	Process to determine material topics	Material topics <a href="#">p.17</a>	An exercise to determine material topics across a broad range of stakeholders was undertaken by Grain in 2021.
3-2	List of material topics	Material topics <a href="#">p.17</a>	
3-3	Management of material topics	Material topics <a href="#">p.17–19</a>	Material topics and actions are periodically reviewed in the company risk register and diagnostic tool.
201-1	Direct economic value generated and distributed	Economic performance <a href="#">p.61</a>	In compliance with the Extractive Sector Transparency Measures Act, the company discloses reportable payments on its <a href="#">website</a>
201-4	Financial assistance received from government		Rupert Resources did not receive any financial assistance from governments in the reporting period.
202-2	Proportion of senior management hired from the local community		Three out of five (60%) of senior management of the Finnish operations are from the local community (Lapland). Senior management includes the CEO and those who report to the CEO.
203-1	Infrastructure investments and services supported		Together with other companies in the mining industry, Rupert Resources is developing the properties and infrastructure in Mainari South, an area near Sodankylä, for the use of mining, analysis and geoservices companies.  Read more on <a href="#">lapland.fi</a> in Finnish.  Rupert Finland Oy is renting an industry plot from the municipality of Sodankylä. The industry plot will be used for the treatment of cores and storage and to facilitate delivering samples to the next-door laboratory. The Sodankylä municipality benefits from these development economically.  The investments are commercial.



Code	Indicator	Location in report	Additional information
203-2	Significant indirect economic impacts		Rupert Resources creates jobs locally and pays taxes to the local municipality as well as nationally. Ikkari and Pahtavaara operations do not significantly impact the operation of local tourism or forestry industries or recreational activities.
204-1	Proportion of spending on local suppliers	Managing sustainability <a href="#">p.16</a>	
205-1	Operations assessed for risks related to corruption	Ethics and integrity <a href="#">p.57</a>	
205-3	Confirmed incidents of corruption and actions taken		During the reporting period, there were no confirmed incidents of corruption.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		During the reporting period, there were no instances of non-compliance with laws and regulations.
207-1	Approach to tax	Tax footprint <a href="#">p.59</a>	
207-2	Tax governance, control and risk management	Tax footprint <a href="#">p.59</a>	There is currently no specific mechanism to raise concerns about Rupert Resources' business conduct or its integrity in relation to tax, but this will be possible via a whistleblowing channel starting in 2023.  Rupert Resources outsources tax compliance assurance to third party providers. Tax compliance is subject to audit on an annual basis.
302-1	Energy consumption within the organisation	Energy use and GHG emissions <a href="#">p.42</a>	Sources of conversion factors are DEFRA 2022 and energy authority of Finland. EU fuel distribution obligations are considered in the distribution of fuels to renewables and non-renewables.
302-2	Energy consumption outside of the organisation	Energy use and GHG emissions <a href="#">p.42</a>	Sources of conversion factors are DEFRA 2022 and energy authority of Finland
302-3	Energy intensity	Energy use and GHG emissions <a href="#">p.42</a>	Energy intensity is calculated with the same three KPIs as emissions intensity. When calculating the energy intensity, all energy consumption that is presented in the energy consumption table has been considered. Energy consumption inside and outside organisation has been separated in the energy consumption table.
303-1	Interactions with water as a shared resource	Water management <a href="#">p.43-45</a>	
303-2	Management of water discharge related impacts	Water management <a href="#">p.43-45</a>	
303-3	Water withdrawal	Water management <a href="#">p.43</a>	
303-4	Water discharge	Water management <a href="#">p.43-44</a>	
303-5	Water consumption	Water management <a href="#">p.43-44</a>	



Code	Indicator	Location in report	Additional information
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fostering biodiversity <a href="#">p.48</a>	
304-2	Significant impacts of activities, products and services on biodiversity	Fostering biodiversity <a href="#">p.48–51</a>	Rupert Resources is not yet able to reliably evaluate the duration or reversibility of its actions.
304-3	Habitats protected or restored	Fostering biodiversity <a href="#">p.49–50</a>	
305-1	Direct (Scope 1) GHG emissions	Energy use and GHG emissions <a href="#">p.40</a>	Majority of emission factors used were provided by DEFRA 2022, Statistics Finland 2019, Motiva 2022 and WWF 2017. Calculated in accordance with the GHG Protocol Corporate Standard, using the operational control boundary approach. In the 2022 calculation, all the most common gases used in GHG emission calculations were included (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> ). EU fuel distribution obligations were considered when calculating biogenic emissions.
305-2	Energy indirect (Scope 2) GHG emissions	Energy use and GHG emissions <a href="#">p.40</a>	See 305-1
305-3	Other indirect (Scope 3) GHG emissions	Energy use and GHG emissions <a href="#">p.40</a>	See 305-1
305-4	GHG emissions intensity	Energy use and GHG emissions <a href="#">p.41</a>	In the 2022 calculation, all the most common gases used in GHG emission calculations were included (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> ).
306-1	Waste generation and significant waste-related impacts	Environmental risk assessment <a href="#">p.39</a> Waste management <a href="#">p.46–47</a>	
306-2	Management of significant waste-related impacts	Waste management <a href="#">p.46–47</a>	
306-3	Waste generated	Waste management <a href="#">p.46–47</a>	
306-4	Waste diverted from disposal	Waste management <a href="#">p.47</a>	
306-5	Waste directed to disposal	Waste management <a href="#">p.47</a>	
401-1	New employee hires and employee turnover	Working at Rupert Resources <a href="#">p.26–27</a>	Currently, the information is not available by age group, gender and region.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and safety of employees <a href="#">p.30</a>	Significant locations of operation includes Finland, which is why the report does not disclose information on benefits from operations abroad.
401-3	Parental leave	Equal opportunities <a href="#">p.31</a>	
402-1	Minimum notice periods regarding operational changes	Working at Rupert Resources <a href="#">p.27</a>	
403-1	Occupational health and safety management system	Health and safety of employees <a href="#">p.28</a>	



Code	Indicator	Location in report	Additional information
403-2	Hazard identification, risk assessment and incident investigation	Health and safety of employees <a href="#">p.29–30</a>	If a work situation were to cause injury or ill health to workers, Rupert Resources offers them the opportunity to remove themselves from these kind of work situations. These kind of cases are reviewed case by case.
403-3	Occupational health services	Health and safety of employees <a href="#">p.29</a>	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety of employees <a href="#">p.30</a>	
403-5	Worker training on occupational health and safety	Health and safety of employees <a href="#">p.30</a>	
403-6	Promotion of worker health	Health and safety of employees <a href="#">p.29–30</a>	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety of employees <a href="#">p.30</a>	
403-8	Workers covered by an occupational health and safety management system		100% of employees are covered by an occupational health and safety management system. Contractors have their own company's OHS system and insurance. No workers are excluded from the disclosure.
403-9	Work-related injuries	Health and safety of employees <a href="#">p.29</a>	No injuries or fatalities as a result of work-related injury for Rupert Resources employees.
403-10	Work-related ill health	Health and safety of employees <a href="#">p.29</a>	The number of cases can't be reported due to the low number of ill health cases. Disclosing this information would threaten employees' right to privacy. Unfortunately, there is no data available on workers who are not employees.
404-1	Average hours of training per year per employee	Promoting continuous learning <a href="#">p.31</a>	No data is available by gender and employee category.
404-2	Programs for upgrading employee skills and transition assistance programs	Promoting continuous learning <a href="#">p.31</a>	Currently, Rupert Resources does not facilitate the management of career endings resulting from retirement or termination of employment. However, in such cases, the employees are directed to relevant official organisations, like the occupational pension provider and the Employment and Economic Development (TE) office.
404-3	Percentage of employees receiving regular performance and career development reviews	Promoting continuous learning <a href="#">p.31</a>	
405-1	Diversity of governance bodies and employees	Equal opportunities <a href="#">p.32</a>	



Code	Indicator	Location in report	Additional information
405-2	Ratio of basic salary and remuneration of women to men	Equal opportunities <a href="#">p.32</a>	<p>Average salary of women : Average salary of men All staff – 1 : 1.03 Management in Finland – 1 : 1 Employees in Finland – 1 : 0.96</p> <p>Rupert Resources management (global) has no female members.</p> <p>Information is not available by employee category. All locations of Rupert Resources are taken into account in the calculations.</p>
406-1	Incidents of discrimination and corrective actions taken		<p>Discrimination reports and their status: 0 Social reports made to authorities in 2022: 0</p>
411-1	Incidents of violations involving rights of indigenous peoples	Cultural heritage and tradition <a href="#">p.32</a>	
413-2	Operations with significant actual and potential negative impacts on local communities		<p>Operations with actual and potential negative impacts on local communities include the reduction of recreational areas in the Ikkari area. The negative social impact of mineral exploration is relatively minor; conversely, it has a positive effect on job creation in the local area.</p>
415-1	Political contributions		<p>During the reporting period, Rupert Resources did not make any political contributions. Rupert Resources' policy is not to make any political contributions.</p>
417-3	Incidents of non-compliance concerning marketing communications		<p>During the reporting period, there were no incidents of non-compliance concerning marketing communications.</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy and information security <a href="#">p.59</a>	



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