



# H<sub>2</sub>O + ESG

## 2023 Sustainability Report

June 2024





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# Message from the CEO

Welcome to Taseko's annual Sustainability Report for 2023. This year, it's entitled 'H<sub>2</sub>O & ESG' to highlight the significant initiatives underway across the company to address what many believe to be our most valuable natural resource - clean water.

Comprehensive disclosure of Taseko's sustainability performance in a manner that provides consistency, transparency, and comparability with our peers is important. It's more than just a reporting exercise, however, as we fundamentally believe our business success is built on the pursuit of continuous improvement in our operational, safety, environmental and social performance.

In 2023, our Gibraltar mine near Williams Lake, BC produced 123M pounds of copper and 1.2M pounds of molybdenum. These production figures represent a 26% and 9% increase over the prior year, with correspondingly positive impacts on a range of business and efficiency metrics.

Also last year, we received the final key permit required to advance our Florence Copper project in Arizona to commercial production. Construction at Florence is now well underway with first copper production scheduled for late 2025, and the new operation is expected to have the lowest GHG intensity of any North American copper producer.

While Taseko is proud of its overall performance on sustainability metrics, in recent years the twin issues of water quality and water conservation have come to the fore.

That's appropriate for our company, as we always aim to focus attention and investment on those issues and opportunities that generate the

greatest value for our shareholders, employees and operating communities.

At a time when changes in weather patterns are producing pervasive drought conditions in both of Taseko's operating jurisdictions - British Columbia and Arizona - it makes sense to focus our sustainability efforts on water conservation and ensuring that clean water is available for multiple user groups.

So what are we doing and what have we achieved?

- ▶ In 2023, Taseko implemented a novel in-situ biological water treatment initiative at the Gibraltar mine, utilizing naturally occurring microbes within the tailings pond to reduce nitrate levels to well below permit requirements. A first of its kind in BC, this in-situ water treatment solution has facilitated the ongoing discharge of surplus water to the Fraser River without generating any waste by-products, adverse chemistry, or unnecessary legacy infrastructure (see story on page 24).
- ▶ Over the course of a decade, Gibraltar has reduced the volume of surplus water in its tailings storage facility (TSF) by 77%, and the total volume of water stored on site by 17%. This progress has moved the operation much closer to its optimal TSF water volume (see story on page 25-26).
- ▶ In 2023, we also secured permits for the construction and operation of a new reverse osmosis water treatment plant at Gibraltar, expected to be operational in 2026. We are now studying opportunities to make treated surplus water available for a range

of beneficial uses - such as supplementing natural flows in nearby creeks and streams and even for irrigation (see story on page 25-26).

- ▶ Although commercial operations at Florence won't begin until late 2025, and the facility is already forecast to use 78% less water per unit of production than a typical Arizona open-pit copper mine, Taseko is now taking steps to enhance its water management performance.

Florence Copper is seeking approval to irrigate on-site alfalfa fields with surplus process water from operations. The initiative has potential to save a volume of water each year equivalent to the demand of more than 5,000 Arizona homes and make more water available to other users in the region (see story on page 27).

Taseko is understandably proud of these water quality and water conservation initiatives, and the benefits and opportunities they provide to our neighbours and operating communities.

These programs, and all the accomplishments chronicled in the pages of this report, have been achieved with our employees, business partners and Indigenous communities, without whose efforts Taseko's exemplary sustainability performance would not be possible.

If you have questions or comments about Taseko's sustainability performance in 2023, we'd like to hear from you at [investor@tasekomines.com](mailto:investor@tasekomines.com)



**Stuart McDonald** President and CEO



## Our Company

### In this section:

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- 5 About Taseko
  - 6 Taseko's Assets and Properties
  - 8 Taseko's 2023 Operational and Sustainability Highlights

# About Taseko

**Headquartered in Vancouver, British Columbia, Canada, Taseko Mines Limited is a dynamic North American mining company driven to unlock the true value of copper for its investors, employees, communities, and for a complex and changing world.**

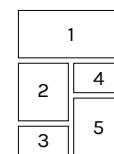
As a leading producer of the metals our society requires to transition to a low-carbon future, Taseko recognizes opportunity and delivers value through developing and operating world-class copper mines and mineral properties in BC and Arizona.

Taseko's corporate strategy is to grow the Company sustainably and profitably by focusing on the continued operations of its foundational asset - the Gibraltar Mine - while also advancing its pipeline of high-quality advanced-stage development projects, including the Florence Copper Project.

Located in south-central BC, the long-life, low-cost Gibraltar copper mine is a state-of-the-art facility that has won numerous environmental and safety awards for operational excellence. It is the second largest open-pit copper mine in Canada, which produced 123 million pounds of copper and 1.2 million pounds of molybdenum in 2023, while supporting a 700+ person workforce.

Taseko is now constructing the Florence Copper project in Arizona, with operations slated to commence in 2025. Florence Copper is a unique 'in-situ copper recovery' (ISCR) project with a low energy, water and GHG profile per unit of production. Once in production, Florence Copper will significantly increase Taseko's production of a key metal required for the energy transition, and decrease the Company's enterprise-wide GHG intensity.

Other projects in Taseko's development pipeline include the Yellowhead copper and the Aley niobium projects.



1. Gibraltar Mine
2. Haul truck at Gibraltar
3. Florence Copper staff at kick ball tournament
4. Settling pond at Gibraltar Mine
5. Copper cathode produced at Florence Copper's Production Test Facility





# Taseko's Assets and Properties



## Gibraltar Mine

**Mine Type:** Open-Pit Copper + Molybdenum  
**Mine Life:** 21 Years  
**Life of Mine Avg. Annual Production:** 130 M lbs Cu, 2.4 M lbs Mo  
**Total Employees:** 704

## Florence Copper Project

**Mine Type:** In-Situ Copper Recovery (ISCR)  
**Mine Life:** 22 Years  
**Annual Production Capacity:** ~85 M lbs Cu  
**On-site Direct and Indirect Employment (forecast):** ~250

## Yellowhead Project

**Mine Type:** Open-Pit Copper (w. Gold + Silver)  
**Mine Life:** 25 Years  
**Avg. Annual Production:** 180 M lbs Cu

## Aley Project

**Mine Type:** Open-Pit Niobium  
**Mine Life:** 24 Years  
**Avg. Annual Production:** 9 M kgs Nb

## New Prosperity Project

**Mine Type:** Open-Pit Copper + Gold  
**Mine Life:** 33 Years



OPERATIONS	UNDER CONSTRUCTION	DEVELOPMENT PIPELINE		
Gibraltar Mine	Florence Copper Project	Yellowhead Project	Aley Project	New Prosperity Project
<p>Located in south-central British Columbia, Taseko's Gibraltar Mine is Canada's second largest open-pit copper mine.</p> <p>Gibraltar is a state-of-the-art, award-winning facility with a processing capacity of 85,000 tons-per-day and life of mine average annual copper production of 130 million pounds. It is the largest employer in the Cariboo region of BC, and has made important economic and social contributions to the local economy and local communities since 1972.</p> <p>Gibraltar is among the most efficient copper producers in the world, producing copper, an essential metal required to facilitate the world's transition to renewable energy and a low carbon future.</p>	<p>Located south of Phoenix, AZ, in the community of Florence, Florence Copper will be a significant employer in the region and the state, supporting more than 800 direct, indirect and induced jobs* in Arizona.</p> <p>Construction of the commercial production facility began in 2024, with the anticipation of first copper production in late 2025. When operational, the facility will have a production capacity of ~85 million pounds of copper annually and a mine life of 22 years.</p>	<p>The Yellowhead property hosts a large copper deposit with potential to be a world-class, long-life, low-cost mine, creating economic value and community benefits for the Thompson-Nicola region of British Columbia for more than a generation.</p> <p>Located near the community of Vavenby BC, the project will be a 90,000 tonne-per-day open-pit copper mine with a 25-year mine life, creating ~600 full time positions at site.</p>	<p>Taseko's Aley property in northeast BC hosts one of the largest undeveloped niobium deposits in the world.</p> <p>Niobium is a 'critical mineral' used in the manufacture of high-strength low-alloy steels with a broad range of industrial, technological and medical applications, as well as in superalloys for jet engines, land-based turbines and other aerospace, military and energy applications. Niobium may also play a significant role in the evolution of fast-charging, high-power batteries for electric vehicles (EVs), rail operations and energy storage.</p> <p>The Aley project provides a long-term, critical minerals opportunity for Taseko, its shareholders and the Omineca region of BC.</p>	<p>Taseko's New Prosperity property is located in south-central British Columbia and hosts one of the most significant copper and gold deposits in Canada.</p> <p>In late 2019, the T̄silhqot'in Nation, as represented by the T̄silhqot'in National Government, and Taseko entered into a confidential dialogue, with the involvement of the Province of British Columbia, seeking a long-term resolution of the conflict regarding New Prosperity, acknowledging Taseko's commercial interests and the T̄silhqot'in Nation's opposition to the project.</p> <p>In March 2024, T̄silhqot'in and Taseko formally reinstated the standstill agreement for a final term, with the goal of finalizing a resolution before the end of 2024.</p>

"Technical Report on the Mineral Reserve Update at the Gibraltar Mine" dated March 30, 2022.

"NI 43-101 Technical Report, Florence Copper Project, Pinal County, Arizona" dated March 30, 2023

\* Source: The Florence Copper Project: Economic & Fiscal Impact Study, conducted by the Arizona State University L William Seidman Research Institute. See Feature Story on page 39 for more.

# Taseko's 2023 Operational and Sustainability Highlights

## OPERATION

### Gibraltar Mine

**123 Million**

pounds of copper

**1.2 Million**

pounds of molybdenum

### Florence Copper



**Underground Injection Control (UIC) permit** issued by U.S. Environmental Protection Agency (EPA)

**Construction of full-scale operations** commenced



## ENVIRONMENT

### Gibraltar Mine

**In-situ biological treatment** of surplus water stored in TSF completed successfully



**77% Reduction** of surplus water stored in the TSF since 2014

Permit received for design and construction of a reverse osmosis Water Treatment Plant

### Florence Copper



**Water Recycling and Reuse permit amendment** underway

- ▶ Forecast to be the lowest GHG intensity copper producer in North America
- ▶ Forecast to use 78% less water per unit of copper produced than a conventional open-pit copper mine in Arizona

## SOCIAL

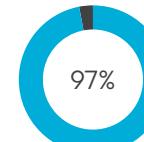
**790**

total employees

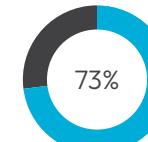
**\$315,000 CAD**

in charitable donations and sponsorships

### % of Local Employees



Gibraltar Mine



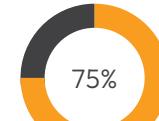
Florence Copper

## GOVERNANCE

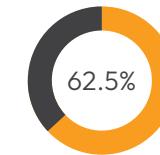
### Board Members



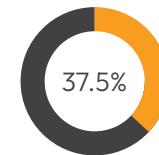
Female



Male



Independent



Non-independent

## SUSTAINABILITY FRAMEWORK

- ▶ ESG disclosure aligned with SASB (Sustainability Accounting Standards Board) Reporting
- ▶ Seven 'Creating Opportunities' scholarships granted
- ▶ 100% retention rate at Head Office



## Approach to Sustainability

### In this section:

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- 10 Our Business and Sustainability Approach
  - 15 Copper Facts
  - 16 Sustainability Goals

# Our Business and Sustainability Approach

## Business Approach

Taseko's business is focused on three key pillars:



### Delivering Operational Excellence

Taseko is a top-flight operator, whose exceptional on-the-ground performance also delivers on key sustainability metrics.

Since 2005, Taseko has consistently and profitably operated the Gibraltar Mine. The efficient management of this foundational asset has ensured the mine has and will continue to operate through multiple commodity cycles, thereby generating stable and reliable benefits for all stakeholders.

Taseko is committed to the highest standards of operational health and safety for our workforce, to environmental stewardship and progressive reclamation, and to creating meaningful and mutually beneficial relationships with local communities - including our Indigenous neighbours.

### Operating in North America

At all of its operating sites and development projects, Taseko embraces the high regulatory standards and public expectations of North American governments, local and Indigenous communities and workers.

Taseko's business and investments are focused on North American operations and projects, with assets located in Canada and the United States. These jurisdictions enforce some of the highest environmental, regulatory, health and safety standards in the world, while offering political stability, rule of law, a skilled and educated workforce, infrastructure, and robust civil society.

### Producing Copper

Taseko is making a meaningful contribution to the global challenge to address climate change.

Taseko's production profile is focused on copper and other critical minerals required for the energy transition. Copper is the fundamental material for facilitating the world's transition to a low carbon future. It is essential for all forms of renewable energy and electrification - including wind turbines, solar arrays, electric vehicles and for energy distribution and transmission. Demand for copper is expected to continue to grow in the years ahead, as demand for these energy sources and applications also increases.

## Corporate Policies

Consistent with Taseko's approach to sustainability, the Company observes and enforces the following fundamental Corporate Policies:

### Health and Safety Policy



Taseko is committed to providing and maintaining safe and healthy working conditions, and establishing operating practices that safeguard employees and physical assets.

### Environmental Policy



Taseko is committed to developing effective and efficient measures to improve the protection of the environment, based on sound science.

### Indigenous Peoples Policy



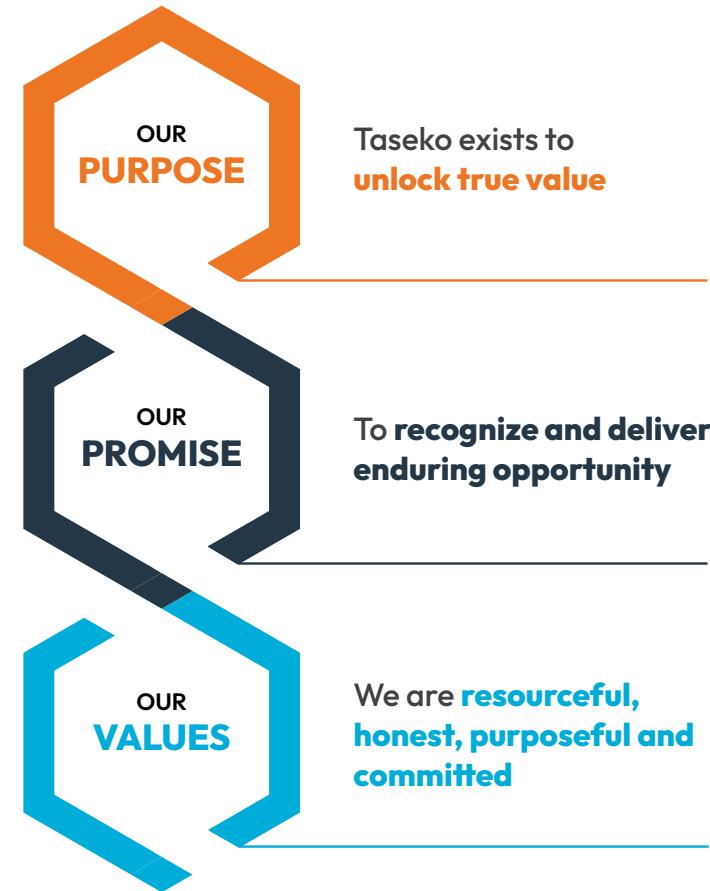
Taseko is committed to supporting and encouraging Reconciliation with Indigenous peoples, creating mutually beneficial relationships and community success. This may include support for development programs in education, training, health, culture, employment and business development.

# Beyond Potential Our Core Values

As a Company, Taseko is driven to realize the full potential of our mineral properties and other assets, including our people.

It is a goal we call unlocking true value – or 360° of Value – because the rewards of our work are not just financial, but also serve the interests of employees, operating communities, governments and the global markets we serve.

Taseko pursues its corporate goals by going Beyond Potential to recognize and deliver enduring opportunity. Not only do we see opportunities for investment, growth, efficiency and performance where others do not, we are also known for delivering results. It takes confidence, tenacity and a long-term vision to consistently turn promise into results.



Scan the QR code to watch a video and learn more about what Beyond Potential means to us.

## Beyond Potential



**At Taseko, we are driven to unlock the true value of copper for our investors and business partners, our employees and communities, and for a complex and changing world.**

Some of the ways Taseko unlocks the true value of copper include:

### Our Investors and Business Partners

- ▶ Generating profits and return on investment for investors
- ▶ Providing business revenues for contractors and suppliers, including Indigenous enterprises
- ▶ Partnering with industry and trade associations to support sectoral advancement and public education



### Our Employees, The Community and Society

- ▶ Providing well-paid jobs and family-supporting income
- ▶ Delivering a healthy and safe work environment
- ▶ Creating positive well-being for individuals and families
- ▶ Offering a fair, diverse and open workplace
- ▶ Generating tax revenue to support public needs – including health, education and community services
- ▶ Supporting public priorities, including reconciliation with Indigenous people
- ▶ Encouraging healthy communities by supporting local charities and organizations



### The Environment

- ▶ Producer of critical metals that facilitate key societal benefits – including low-carbon energy, electrification infrastructure, transit and transportation, and housing
- ▶ Committed to environmental stewardship, preserving biodiversity and wildlife habitat, clean air and water, and progressive reclamation



## Sustainable Development Goals

Adopted by all United Nations Member States in 2015, the United Nations Sustainable Development Goals (SDGs) are part of the UN's 2030 Agenda for Sustainable Development. The 17 goals provide a shared blueprint for sustainability, encouraging all countries – developed and developing – to work in global partnership to take action.



As a result of Taseko operations, business activities and the community initiatives we support, our Company is contributing to the advancement of multiple UN SDGs. Taseko's corporate policies and business practices contribute to SDGs in the following ways:

Approach	SDG	Business Practices	More Info
<b>Our Investors and Business Partners</b>	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<ul style="list-style-type: none"> <li>Indigenous Peoples Policy - commitment to developing Indigenous relationships, and contributing to Reconciliation</li> <li>Practicing strong Corporate Governance, with policies such as Code of Ethics, Anti-Corruption, and Whistleblower Policy</li> </ul>	Page 10, 45-48, 50-51
<b>Our Employees, The Community and Society</b>	1 NO POVERTY	<ul style="list-style-type: none"> <li>Local procurement and hiring practices</li> <li>Providing competitive wages and benefits</li> </ul>	Page 32, 37, 39
	3 GOOD HEALTH AND WELL-BEING	<ul style="list-style-type: none"> <li>Health and Safety Policy</li> <li>Providing competitive wages and benefits</li> <li>Commitment to community health and wellness through donations to local organizations</li> <li>Generating government revenues to support public services</li> </ul>	Page 10, 37, 39, 42
	5 GENDER EQUALITY  10 REDUCED INEQUALITIES	<ul style="list-style-type: none"> <li>Workplace Conduct and Harassment policy</li> <li>Building a diverse workforce</li> </ul>	Page 32
	8 DECENT WORK AND ECONOMIC GROWTH  11 SUSTAINABLE CITIES AND COMMUNITIES	<ul style="list-style-type: none"> <li>Local hiring and procurement</li> <li>Investing in local communities through memberships, sponsorships, and donations</li> <li>Commitment to develop Indigenous relationships contributing to Reconciliation</li> <li>Conducted groundbreaking biological water treatment program at Gibraltar</li> </ul>	Page 26, 37, 40-43, 45-48
<b>The Environment</b>	6 CLEAN WATER AND SANITATION	<ul style="list-style-type: none"> <li>Permitting and construction of a water treatment plant at Gibraltar</li> <li>Investigating water conservation opportunities at Florence Copper</li> </ul>	Page 24-27
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<ul style="list-style-type: none"> <li>Producing metals that society requires</li> </ul>	Page 15
	13 CLIMATE ACTION	<ul style="list-style-type: none"> <li>Energy Management Policy</li> <li>Achieving low GHG and energy intensity at Florence Copper</li> <li>Producing copper and other metals required for the energy transition</li> </ul>	Page 18-19
	15 LIFE ON LAND	<ul style="list-style-type: none"> <li>Environmental Policy</li> <li>Commitment to progressive reclamation and preservation of biodiversity</li> </ul>	Page 10, 29

## Taseko ESG disclosure aligned with SASB reporting framework

The Sustainability Accounting Standards Board (SASB) is a leading international ESG reporting standard that aims to improve and standardize industry-specific disclosure of financially material sustainability information. The SASB metrics and methodology provide material information to investors that is relevant to the mining industry.

For the third reporting year, Taseko's ESG disclosures have been mapped using the SASB standard. The Company continues to assess investor, regulator and public expectations with respect to ESG disclosure, and to evaluate reporting systems and standards that are relevant to our business and align with our approach to ESG performance and disclosure.

Taseko continues to believe SASB is the most appropriate system to guide its ESG disclosure given its focus on key sectoral risks, on generating value and benefits for stakeholders, and concentrating reporting on the metrics that matter most.



Florence Chamber of Commerce

## Industry Involvement

Taseko actively participates in business and industry associations on a local, provincial/state and federal level through memberships, sponsorships, and participation in committees and working groups. The Company and our operations are active participants with the following trade associations and community organizations:

- ▶ 100 Mile House Chamber of Commerce
- ▶ American Exploration and Mining Association
- ▶ American Legion Auxiliary
- ▶ Arizona Chamber of Commerce
- ▶ Arizona Mining Association
- ▶ Arizona Forward
- ▶ Barriere & Area Chamber of Commerce
- ▶ BC Chamber of Commerce
- ▶ BC Technical and Research Committee on Reclamation
- ▶ Canadian Institute of Mining (National)
- ▶ Canadian Institute of Mining (North-Central)
- ▶ Canadian Institute of Mining (South-Central)
- ▶ Canadian Institute of Mining (Vancouver)
- ▶ Canadian Mining Games
- ▶ Central Arizona College Foundation
- ▶ Centre of Training Excellence in Mining
- ▶ Clearwater & District Chamber of Commerce
- ▶ Coolidge Chamber of Commerce
- ▶ Coolidge-Florence Elks Lodge 2350
- ▶ Florence Ecumenical Council
- ▶ Florence Lions Club
- ▶ Florence Rotary
- ▶ Florence Woman's Club
- ▶ Greater Florence Chamber of Commerce
- ▶ Kamloops & District Chamber of Commerce
- ▶ MineralsEd
- ▶ Mining Association of BC
- ▶ Mining Foundation of the Southwest
- ▶ National Mining Association
- ▶ Pinal Alliance
- ▶ Pinal County Historical Society
- ▶ Pinal Partnership
- ▶ Queen Creek Chamber of Commerce
- ▶ Quesnel Chamber of Commerce
- ▶ Williams Lake Chamber of Commerce
- ▶ Society for Mining, Metallurgy and Exploration
- ▶ Southern Arizona Business Coalition
- ▶ United Way of Pinal County
- ▶ University of British Columbia Mining Engineering Department Industry Advisory Committee



# Copper Facts

By now, we all know that copper is a critical component of the world's energy transition. Electric vehicles contain up to six times more copper than internal combustion vehicles and wind and solar power require more copper than conventional energy technologies.

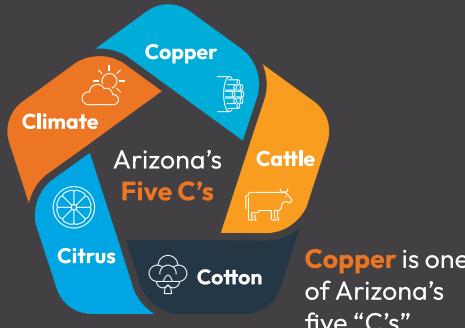
Here are some lesser-known facts about copper that you might find interesting:

## Jurisdictions

BC is the **largest copper-producing province** in Canada



Arizona is the **largest copper-producing state** in the United States



## Properties



**Copper is one of the most ductile metals.** A single ounce of copper can be drawn into a wire over 60 miles long, showcasing its malleability and flexibility

Pure copper's melting point is **1,981°F (1,083°C, 1356°K)**

An important property is its superior thermal conductivity



## History

**8,000 B.C.**

Copper first used in coins and ornaments

**4,000 B.C.**

First copper processing occurred

**Today**



**700 Million Tons**

of copper have been mined throughout history

**1 Billion Tons**

known worldwide copper reserves

## Everyday Uses



An average single-family home contains **439 pounds of copper**



**Copper** comprises just **2.6%** of a U.S. penny

A Boeing 747 jet contains **9,000 pounds of copper (~ 2%)**



A U.S. nickel is **75% copper**



# Sustainability Goals

Taseko has set the following long-term sustainability goals for its operations:

Topic	Long-term Goals	2023 Update	Status
<b>Energy Management and GHG Emissions</b>	Enhance disclosure of Taseko's greenhouse gas (GHG) emissions by publishing enterprise-wide GHG emissions consistent with the Canadian Securities Administrators' (CSA) proposed National Instrument 51-107 (Disclosure of Climate-Related Matters).	Scope 1 and 2 GHG emissions for Taseko operations is included in this report as per CSA requirements.	✓
	Achieve full commercial production at Florence Copper in Arizona, establishing it as the lowest carbon intensity and lowest energy intensity primary copper producer in North America.	Once commercial operations at Florence Copper commence, Taseko will publish enterprise-wide GHG emissions. See page 18 GHG reporting.	On-track
<b>Water Management</b>	Permit, construct and begin operating a water treatment plant at the Gibraltar Copper Mine to contribute to the reduction of surplus water stored on-site.	Taseko has obtained all major permits for Florence Copper and construction of the full-scale facility is underway. See page 19 for details on the Florence Copper project.	✓ On-track
	Following the onset of commercial production at Florence Copper, investigate treatment options and secondary uses for surplus water with the goal of achieving 50% 'beneficial use' of surplus process water.	The permitting for a reverse osmosis water treatment plant at Gibraltar was completed in 2023. Detailed engineering and procurement commenced in 2024.  Pursuing state authorization to reuse surplus process water for irrigation purposes.  Internal planning is underway with the goal of implementing the program prior to the onset of commercial operations. See page 27 for more.	✓ Permitting complete Engineering and procurement on-track  Application submitted On-track
<b>Reclamation and Biodiversity</b>	Through research initiatives and engagement with local Indigenous members, optimize the Gibraltar closure plan to return the land disturbed by mining to a beneficial state that will support native flora and fauna post-mining.	Gibraltar's long-term reclamation objectives incorporate biodiversity research and on-going community engagement.  See page 30 for Feature Story, <i>Innovative Seed Collection Program Enhances Biodiversity at Gibraltar Mine</i> , highlighting an example of strategic research and innovation, incorporating community engagement and Indigenous traditional knowledge and values.	✓  Ongoing



Gibraltar employee collecting water sample

## Environment

### In this section:

- 18 Energy Management and GHG Emissions
- 20 Tailings Storage Facility and Waste Management
- 23 Water Management
- 28 Air Quality
- 29 Biodiversity

Taseko's approach to environmental management contributes to the following United Nations Sustainable Development Goals:



# Energy Management and GHG Emissions

## Key Points

- ▶ Electrical power utilized at Taseko's Gibraltar Mine is 98% renewable (BC Hydro)
- ▶ Florence Copper is forecast to be the lowest GHG intensive primary copper producer in North America

## Key Policies and Plans

- ▶ Energy Management Policy

## Key Regulations or Standards

- ▶ Canadian Environmental Protection Act, 1999, Section 46
- ▶ British Columbia Greenhouse Gas Industrial Reporting and Control Act
- ▶ British Columbia Reg 249/2015: Greenhouse Gas Emission Reporting Regulation

## Internal or External Evaluation Processes/Policies

- ▶ Gibraltar Internal Energy Audit
- ▶ 3<sup>rd</sup> Party External GHG Verification Audit

## Management Approach

Taseko consistently looks for opportunities to reduce its energy consumption and improve efficiencies at Gibraltar.

Taseko's focus on maximizing production and operational performance means that improving energy efficiency is engrained in the operating culture of Gibraltar. Continuous improvement in energy efficiency is an important component of our success.

## External Reporting

Gibraltar develops comprehensive annual GHG reports, which are audited and independently verified by Ruby Canyon Environmental. The reports are provided to BC Hydro as part of Taseko's annual Strategic Energy Management Plan reporting. Emissions are also reported federally as per the Canadian Environmental Protection Act, and provincially as per the Greenhouse Gas Industrial Reporting and Control Act Greenhouse Gas Emission Reporting Regulation.



Haul trucks at Gibraltar Mine

Scope 1	Scope 2
<b>131,638</b> t CO <sub>2</sub> e	<b>2.21</b> t CO <sub>2</sub> e/t CuEq
<b>5,323</b> t CO <sub>2</sub> e	<b>0.09</b> t CO <sub>2</sub> e/t CuEq

## Performance

Energy Consumption (GJ)	Grid Electricity	1,695,665
	Natural Gas	186,977
	Gasoline	38,791
	Propane	453
	Diesel	1,683,653
	<b>Total</b>	<b>3,605,539</b>
%		47.0%
% Energy Consumed from Renewable Energy Sources		46.1%
t CO <sub>2</sub> e - Scope 1		131,638
t CO <sub>2</sub> e/t CuEq - Scope 1		2.21
% of Scope 1 Covered Under Emissions-Limiting Regulations		100%
t CO <sub>2</sub> e - Scope 2		5,323
t CO <sub>2</sub> e/t CuEq - Scope 2		0.09



## Florence Copper will be one of the world's most efficient copper producers

Florence Copper vs. Average Conventional Arizona Open-Pit Copper Mine



Taseko's fully permitted Florence Copper project in central Arizona is expected to be the next major copper producer in the United States, utilizing a unique 'in-situ copper recovery' extraction method and SX/EW processing to produce 99.99% pure, LME Grade A copper cathode on-site.

### Environmental Advantages of In-situ Copper Recovery (ISCR)

Florence Copper is not a typical mining operation. Rather, it employs in-situ copper recovery (ISCR), a low-impact copper extraction method that has long-term environmental benefits. There will be no open-pit excavation, no waste rock or heap leach or tailings storage areas, resulting in a small environmental footprint (less than one square mile) that does not significantly alter the site topography.

In addition, Florence Copper does not require blasting, loading, hauling, dumping, crushing or conveying of waste material, resulting in 75% fewer greenhouse gas emissions, 65% less energy and 78% less

water consumed per pound of copper produced compared to conventional open-pit copper mines in Arizona.

In the ISCR process, a low-pH solution is injected into a naturally fractured copper orebody via a series of injection wells, causing copper minerals to dissolve into solution prior to being pumped to surface through recovery wells. Hydraulic control of solution is maintained through carefully calibrated pumping rates and verified with monitoring. At surface, the copper-bearing solution is processed through an SX/EW plant to produce copper cathode sheets at site.

Environmental and operational benefits of the ISCR process include:

- ▶ Small Environmental Footprint with Limited Land Disturbance
- ▶ Numerous Site Redevelopment Opportunities (Post Closure)
- ▶ Low Energy Requirement
- ▶ Low Water Requirement
- ▶ Low Dust Emissions
- ▶ No Ocean Freight or Downstream Smelting /Refining Requirements

At full commercial production, refined copper produced at Florence Copper is expected to have the lowest GHG-intensity per unit of production among primary copper producers in North America.

#### Florence Copper CO<sub>2</sub> Intensity\* (t CO<sub>2</sub>e/t CuEq):

Scope 1

**0.46**

Scope 2

**0.85**

Scope 3 Downstream

**0** No downstream freight, smelting, refining

\* Based on average peak production years (years 3-15).

Florence Copper will produce 99.99% pure, LME Grade A copper cathode on site, thereby eliminating the requirement for shipping of concentrate for downstream smelting/refining processes to produce copper metal.

# Tailings Storage Facility and Waste Management

## Key Points

- ▶ Taseko observes best TSF operating practices
- ▶ Strong TSF governance, monitoring and reporting structures and systems
- ▶ TSF technical elements comply with the ICMM Global Industry Standard for Tailings Management

## Key Policies and Plans

- ▶ Gibraltar Site-wide Water Management Plan
- ▶ Gibraltar Site-wide Mitigation Plan
- ▶ Gibraltar Life of Mine Tailings Management Plan
- ▶ Gibraltar TSF Water Balance/Management Plan
- ▶ Gibraltar TSF Operation, Maintenance and Surveillance Manual
- ▶ Gibraltar TSF Risk Management Plan
- ▶ Gibraltar Emergency Response Plan

## Key Regulations or Standards

- ▶ Environmental Management Act Effluent Permit PE-416
- ▶ Mines Act RSBC Permit M-40
- ▶ Health, Safety and Reclamation Code for Mines in BC
- ▶ Canadian Dam Safety Guidelines
- ▶ British Columbia Dam Safety Regulation
- ▶ Environmental Management Act Part 2, Section 14; Industrial Landfill and Controlled Open Burning

## Internal or External Evaluation Processes/ Policies

- ▶ Daily Operator Checks
- ▶ Weekly Tailings Review Meetings
- ▶ Monthly Surveillance Review Reporting
- ▶ Annual Independent Tailings Review Board (ITRB)
- ▶ Spring and Fall Dam Safety Inspections
- ▶ Annual Dam Safety Inspection
- ▶ Independent Dam Safety Review (every five years)
- ▶ Regulatory (EMLI) Geotechnical Inspections
- ▶ Engineer of Record
- ▶ Monthly Managers Report
- ▶ Quarterly Executive Review



Gibraltar Tailings Storage Facility

## Management Approach

### Tailings Storage Facility

Taseko operates and manages one tailings storage facility (TSF), located at Gibraltar. The main embankment, on the west side of the facility, consists of the downstream and centreline-constructed Cyclone Sand Dam as well as the North Earthfill Dam. Stored water, located at the east end of the facility, is retained by a conventional water retaining dam known as the East Saddle Dam. The Step-Back Embankment is located upstream of the Cyclone Sand Dam and the North Earthfill Dam crests. Current tailings deposition methodology utilizes cyclone underflow material to stack dewatered coarse tailings between the Step-Back Embankment and the stored water.

The design, operation, and monitoring of the TSF are managed through Gibraltar's Tailings Management System (TMS) to ensure the safe operation of the facility and compliance with relevant permits and regulations. The TMS is part of the Gibraltar site's overarching Environmental Management System (EMS), and includes a Tailings Storage Facility Operation, Maintenance and Surveillance Manual (OMS), which outlines roles and responsibilities, and the requirements to ensure safe operation of the facility. The TMS also includes a TSF Emergency Preparedness Plan as part of the overall site Emergency Response Plan.



The Gibraltar TSF has several layers of oversight in place – including an internal TSF Qualified Person, an external Engineer of Record (EOR), an Independent Tailings Review Board (ITRB) as well as corporate and regulatory oversight. Trained operators and technical staff operate and monitor the facility on an ongoing basis in accordance with the OMS.

In addition, third-party inspections and reviews – such as the Dam Safety Inspection by the EOR (annual), independent Dam Safety Review (every five years), and ITRB assessment (annual) – are fundamental to the ongoing successful operation of the TSF.

The Gibraltar TSF is operated in conformance with the Health, Safety and Reclamation Code for Mines in British Columbia and follows multiple industry best practice standards. Through these and other measures, Taseko ensures its TSF is operated in the safest manner possible.

The International Council on Metals and Mining's (ICMM) Global Industry Standard for Tailings Management sets out a global industry benchmark to achieve strong social, environmental, and technical outcomes for the safe management of tailings facilities. Klohn Crippen Berger, Gibraltar's Engineer of Record, audited Gibraltar's TSF management protocols, practices and operational performance and developed a compliance checklist. The results of Klohn Crippen Berger's 2023 review confirms that TSF operating practices at Gibraltar are in conformance with the technical elements of ICMM's Global Industry Standard.

In addition, Taseko manages the Gibraltar tailings storage facility in conformance with the Mining Association of Canada's 'A Guide to the Management of Tailings Facilities' (2011).

## Emergency Preparedness and Response Plans

Taseko recognizes the importance of having robust emergency preparedness and response plans to safeguard our employees, the operations, and the environment, local community members, and other stakeholders. Gibraltar's Tailings Storage Facility (TSF) Emergency Preparedness Plan (EPP) forms part of the overall site Emergency Response Plan (ERP) and has been developed to assist emergency responders with a standardized plan for managing dam safety emergencies at the TSF and water management structures.

The TSF EPP has been developed with consideration of the following codes, permits, and guidelines:

- ▶ Health, Safety and Reclamation Code for Mines in British Columbia (EMLI 2022);
- ▶ Health, Safety and Reclamation Code for Mines in British Columbia Guidance Document (MEM 2016);
- ▶ Mine Emergency Response Plan: Guidelines for the Mining Industry (EMPR 2017);
- ▶ BC Mines Act. Permit M-40;
- ▶ BC Environmental Management Act. Permit PE-416. Clause 2.8;
- ▶ Mining Association of Canada (MAC) TSM Crisis Management and Communications Planning Protocol (MAC 2018);
- ▶ MAC Guide to the Management of Tailings Facilities. Version 3.2 (MAC 2021a);
- ▶ MAC Developing an Operations, Maintenance, and Surveillance Manual for Tailings and Water Management Facilities. Version 2.1 (MAC 2021b); and
- ▶ Canadian Dam Association (CDA) technical bulletin: Application of Dam Safety Guidelines to Mining Dams (CDA 2019).

Ongoing training of staff, testing of the communications set up, and operational tests of the plan are required to ensure the effectiveness of the response. The Gibraltar Mine staff conduct communications testing on an annual basis. Operational tests, which will include staff from emergency responders, are performed every five years. The EPP is updated based on results from training and testing.

Operational testing includes Orientation Seminars to familiarize the emergency responders with the roles, responsibilities, and procedures of those involved and progresses through Drills, Tabletop Exercises and Functional Exercises. The most complex level of testing is the Full Scale Exercise which may include actual evacuation of critical residents if previously announced to the public.

**Tailings Storage Inventory Table**

<b>Facility Name</b>	Gibraltar Mine TSF
<b>Location</b>	Gibraltar Mine
<b>Ownership Status</b>	Operator
<b>Operational Status</b>	Active
<b>Construction Method</b>	Main Embankment: Cyclone Sand Dam: downstream/centreline North Earthfill Dam: downstream/modified upstream East Saddle Dam: downstream Step-Back Embankment: upstream cyclone underflow deposition
<b>Maximum Permitted Storage Capacity</b>	757 million metric tonnes (dry)
<b>Current Amount of Tailings Stored</b>	644 million metric tonnes (dry)
<b>Consequence Classification</b>	Extreme
<b>Date of Most Recent Independent Technical Review</b>	August 30-31, 2023 (ITRB)
<b>Material Findings</b>	No
<b>Mitigation Measures</b>	Not required. No material findings from report. Management Approach - Movement of water to Granite Pit.



Gibraltar Tailings Storage Facility

**Waste Management**

Wood, metal and municipal solid wastes generated at Gibraltar are stored in designated areas for sorting and subsequent recycling or responsible disposal. Metal waste may be stored for later use or taken off-site and sold as scrap for recycling. Municipal solid waste is disposed of at the Cariboo Regional District landfill.

Hazardous wastes are managed to align with federal and provincial law and regulations, supplemented by specific company operating procedures. Waste manifests are maintained, and products tracked throughout their life cycle on the property. Any hydrocarbon contaminated soils are removed from site and managed by a certified waste contractor.

**Performance**

Non-mineral Waste	Recycled	Hazardous Waste	Recycled
<b>Cardboard (KG)</b>	17,890	<b>Oil Filters (KG)</b>	16,700
<b>Paper (KG)</b>	6,910	<b>Waste oil (L)</b>	298,175
<b>E-waste (KG)</b>	40	<b>Grease/Oil Products<sup>2</sup> (L)</b>	296,865
<b>Waste Tires (Count)</b>	1,670	<b>Glycol<sup>1</sup> (L)</b>	4,800
<b>Steel (KG)</b>	3,928,489	<b>Batteries (KG)</b>	10,792

**Notes:**

1. Waste contractor recycled or disposed items.

2. Grease/Oil products include - used grease, absorbents, oily water, oily dirt and grease tubes. Waste fuel, solvents, etc.

# Water Management

**Key Points**

- ▶ Full-scale implementation of in-situ biological treatment within Gibraltar TSF conducted in spring 2023
- ▶ Permit received for design and construction of a reverse osmosis (RO) water treatment plant at Gibraltar
- ▶ 0% water withdrawn from areas of high baseline water stress
- ▶ 77% decrease in volume of water stored in Gibraltar's TSF over 10 years

**Key Policies and Plans**

- ▶ Environmental Policy
- ▶ Site Wide Water Management Plan
- ▶ Environmental Management System
- ▶ Fraser River Trigger Response Plan
- ▶ Groundwater Trigger Response Plan
- ▶ Metal Leaching/Acid Rock Drainage Monitoring Plan
- ▶ Mine Surface Water and Groundwater Monitoring Plan
- ▶ Nitrogen Management Plan
- ▶ Adaptive Management Plan

**Key Regulations or Standards**

- ▶ Effluent Permit PE-416 administered under the Environmental Management Act
- ▶ Federal Fisheries Act, and Metal and Diamond Mining Effluent Regulations
- ▶ M-40 Permit issued under Section 10 of Mines Act RSBC
- ▶ Guidelines for Metal Leaching and Acid Rock Drainage at Mine Sites in British Columbia
- ▶ Clean Drinking Water Act
- ▶ Underground Injection Control Regulations
- ▶ Arizona Laws > Title 49 > Chapter 2 > Article 3 – Aquifer Protection Permit

**Internal or External Evaluation Processes/ Policies**

- ▶ Technical Advisory Committee
- ▶ Klohn Crippen Berger Ltd (KCB) Mine Water Management (MWM) Structures Annual Inspection
- ▶ Environmental Sampling, Monitoring, Data Handling and Reporting Protocols Manual
- ▶ Environmental Inspection Sheets
- ▶ Monthly Managers Report



Water sampling at Gibraltar Mine

## Management Approach

An ongoing, comprehensive environmental monitoring program at Gibraltar ensures that all water-related conditions of operational permits issued by the British Columbia Ministry of Environment and Climate Change Strategy are met. Sample collection methodologies align with procedures developed in the British Columbia Field Sampling Guidelines (2013) and are performed by trained environmental personnel.

Clean water is kept clean through diversions that direct it away from operations to natural water courses. Contact water that has been affected by operations is captured and safely stored within the TSF and inactive pits, for use in the milling process.

See page 25 for further information on Gibraltar's water management practices.



## Gibraltar Pioneers Groundbreaking Biological Water Treatment Process

Since 2009, Gibraltar has discharged surplus water from its Tailings Storage Facility (TSF) to the nearby Fraser River under strict conditions enforced by the BC Ministry of Environment and Climate Change Strategy. Permit conditions address the quality, quantity and timing of water to be discharged each year.

Under the terms of its discharge permit and federal regulation, Gibraltar is obliged to undertake far-reaching studies to ensure surplus water releases do not affect downstream fish or fish habitat. Regular water quality monitoring, as well as sampling of river sediments, benthic organisms (those living in river sediments) and fish tissue, have consistently demonstrated no impairment to Fraser River water quality and no impacts to fish or fish habitat.

In 2022, however, Gibraltar curtailed its water discharges to the Fraser River due

to elevated nitrate levels in tailings water. Nitrates are associated with the use of explosives in the mining process and can accumulate in tailings over time.

To address this concern and ensure that water stored in the TSF meets permit requirements prior to discharge, Taseko, Gibraltar and consultants initiated a project to determine if biological treatment could provide a low-impact, passive solution to elevated nitrate levels. Following an initial pilot test, baseline monitoring and 3D modeling, as well as engagement with Indigenous communities and provincial permitting, a novel in-situ biological water treatment process was implemented in the spring of 2023.

A first of its kind in British Columbia, the biological treatment initiative utilized naturally occurring microbes within the TSF water body to target and reduce nitrate



Water quality infrastructure temporarily installed during the treatment process



Nitrogen gas bubbles in the Gibraltar TSF indicating the in-situ process is working

concentrations through a single application of a food-grade organic carbon source. The application was strategically timed to take advantage of natural stratification and seasonal turnover within the tailings pond, in order to maximize treatment efficacy and achieve targeted water quality.

The in-situ biological treatment process proved to be a resounding success, lowering nitrate levels in Gibraltar tailings water to well below permit limits – without any waste by-products, adverse chemistry or unnecessary legacy infrastructure. As a result, the authorized discharge of surplus water from the Gibraltar TSF was resumed in the fall of 2023.



Monitoring barges installed in the Gibraltar TSF collecting real-time water quality data

**Gibraltar's pioneering water treatment initiative is a testament to the opportunities associated with harnessing naturally occurring processes to address environmental challenges. It may also forge a new path for others to permit and implement sustainable water treatment processes in Canada and around the world.**

Scan the QR code to watch a video and learn more about the biological treatment process at Gibraltar.





## Surplus water storage volume at Gibraltar TSF approaches optimal conditions

↓77%  
Reduction

of water volume in the TSF  
since 2014

↓17%  
Reduction

of total water stored on-site

Taseko's long-term objective for water management at Gibraltar is to maintain an optimal volume of water in the mine's Tailings Storage Facility (TSF) – water required for milling and other on-site purposes – and to release surplus water to limit impacts on the local environment.

This approach is considered a 'best practice' at modern hard rock mines. Optimizing the volume of water in the TSF both minimizes risks associated with on-site water storage and minimizes effects on downstream water courses.

Over the past decade, Gibraltar has made tremendous progress toward achieving an optimal water balance. The volume of water stored in the mine's TSF has decreased 77% since 2014, while the total volume

of water stored on-site has declined by approximately 17%.

These results have been achieved through a variety of means, contributing to a safer mine and a more sustainable local environment.

The Gibraltar mine encompasses 35.6 square km of land within the Cariboo region of British Columbia. On average, the mine site receives 32.4 cm of rain and 26.6 cm of precipitation from snow annually, although drier conditions have been recorded in recent years.

By regulation, any precipitation that falls on the site is considered 'contact water' that must be actively managed. This means it is intercepted and re-routed through a series of collection ponds and diversion ditches for either long-term storage, re-use or release to the environment under strict permit conditions.

When mining began at Gibraltar more than 50 years ago, the site had a neutral to negative water balance – meaning water had to be diverted from outside the site to meet operating requirements. As mine operations expanded, Gibraltar tipped into a positive water balance, whereby more water was accumulating on-site than required.

Since that time, Gibraltar has pursued a multi-dimensional strategy to responsibly reduce the volume of water stored on-site – in particular, in the tailings storage facility. In order to meet the mine's annual water requirements and provide a sufficient buffer for operational flexibility, 5 million cubic meters (Mm<sup>3</sup>) is considered to be the optimal volume of water to be stored in the Gibraltar TSF.

“

We are pleased to have achieved a much more sustainable volume of water in our TSF and on-site, and to be adding water management infrastructure to enhance our ability to manage water in the best interests of the environment and local communities.

Clean water is an increasingly valuable resource, and one we're committed to managing actively and responsibly.

”



Ben Pierce

Gibraltar Mine VP & General Manager



Gibraltar Tailings Storage Facility

Continued...

*...Continued*

Although not there yet, Gibraltar has made significant strides toward achieving an optimal volume of water in its TSF. The total volume of water stored has been reduced by 77% since 2014 – from more than 70 Mm<sup>3</sup> to 16 Mm<sup>3</sup> (Figure 1).

Gibraltar has achieved this reduction through a number of means:

- ▶ discharging up to 3.5 Mm<sup>3</sup> of surplus water annually to the nearby Fraser River under strict permit conditions enforced by the BC Ministry of Environment & Climate Change Strategy (see related story on page 24);
- ▶ transferring water previously stored in the TSF to Granite Pit, where mining activities have ceased, and the establishment of a permanent water body is a permitted, low-risk feature of the mine's closure strategy;
- ▶ altering tailings deposition strategies to increase the volume of water entrapped in the tailings mass – enhancing safety and reducing potential for dust generation;
- ▶ altering site water management features to divert more surface water from entering the mine site and requiring active management; and,
- ▶ utilizing sprinklers and other strategies to encourage natural evaporation.

Collectively these strategies have returned positive results, but Gibraltar is not resting

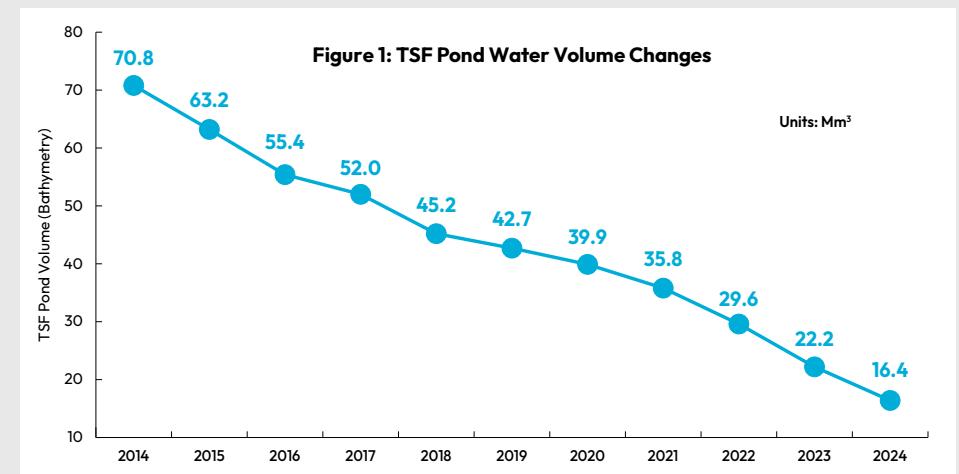


Surface water stored in Gibraltar's TSF has declined 77% since 2014

on its laurels. The mine recently received provincial approval to construct a state-of-the-art, reverse osmosis water treatment plant (WTP) to enhance permitted discharge of high-quality surplus water to the Fraser River, and perhaps to other local water courses.

Construction of the Gibraltar WTP will begin in fall 2024 with commissioning expected in late 2025. At full capacity, the WTP will treat 5 Mm<sup>3</sup> of water annually; 2 Mm<sup>3</sup> is expected to be treated for release in 2026.

Gibraltar is also launching an alternatives assessment study to consider the best possible uses for surplus water stored on site. In addition to examining opportunities to release treated water to local streams and water courses, the study will consider the potential to use surplus water for irrigation purposes in future.





## Florence Copper Investigates Water Conservation Opportunities

As part of Taseko's commitment to sustainability and continuous operational improvement, Florence Copper is investigating opportunities to conserve and reuse on-site water resources. Particularly given water scarcity issues in Arizona, optimizing the project's water management practices is an important operational priority.

The Florence Copper property comprises more than 1,400 acres of land within the Town of Florence, Arizona. Of this total, about 25% is leased to a local farmer for the production of alfalfa.

In order to conserve regional water resources, Florence Copper is seeking State authorization to satisfy a portion of the on-site farmer's annual water demand by supplementing existing irrigation water sources with surplus process water from operations.

Florence Copper's environmental team is currently investigating options to move forward with this water reuse initiative during commercial operations. This is likely to involve the use of reverse osmosis (RO) water treatment technology as required

to ensure surplus process water meets State of Arizona water quality standards for irrigation prior to it being provided to the tenant farmer for agricultural purposes.

The initiative has the potential to offset up to 1,466 acre-feet of water each year currently used for irrigation purposes.

According to the Arizona Department of Water Resources, the average number of households served annually by an acre-foot of water in Phoenix and in the state's Active Management Areas is ~3.5. This means Florence Copper's water re-use initiative could save a volume of water equivalent to the annual demand of more than 5,000 homes!

Internal planning is currently underway at Florence Copper, with a goal of implementing the surplus process water re-use program following the onset of commercial operations in late 2025.



Water conservation is an operational priority at Florence Copper



Reuse of surplus water for irrigation has the potential to offset up to 1,466 acre-feet of water each year



1,466 acre-feet is equivalent to the annual demand of more than 5,000 Arizona homes



Alfalfa

# Air Quality

## Key Points

- ▶ Full compliance with federal and provincial laws and regulations
- ▶ No major air emissions
- ▶ Robust dust management plan in place

## Key Policies and Plans

- ▶ Fugitive Dust Management Plan

## Key Regulations or Standards

- ▶ Canadian Environmental Protection Act
- ▶ Environmental Management Act (Part 2 Section 14)
- ▶ British Columbia Ministry of the Environment Permit PA-1595
- ▶ Mines Act Permit M-40
- ▶ National Ambient Air Quality Objectives
- ▶ British Columbia Ministry of Environment Air Quality Objectives
- ▶ National Pollutant Releases Inventory
- ▶ Air Quality Control District (PCAQCD) Code of Regulations

## Internal or External Evaluation Processes/Policies

- ▶ Dust Monitoring Program
- ▶ Soil and Vegetation Monitoring
- ▶ Various Research Trials and Programs

## Management Approach

Gibraltar adheres to all federal and provincial laws, regulations and guidelines regarding air quality, with the goal to minimize the risk of air quality impacts to human health and the environment.

The Gibraltar Mine does not generate any major air emissions. Minor emissions are generated through dust – including dust from driving on unpaved roads, blasting activities and rail loading. Assessing potential risks to the environment and human health arising from dust must consider the volume of dust in the air, duration of time it is in the air and sensitivity of the receiving environment.

Monitoring is conducted to assess the effectiveness of Gibraltar's Fugitive Dust Management Plan. Inspections are carried out monthly by Gibraltar's Environment Department, in addition to sampling and quarterly/annual reporting to the provincial Environment Ministry, as per Gibraltar's permit requirements.



Seeding and fertilizing at Gibraltar's Tailings Storage Facility to reduce dust

## Fugitive Dust Plan

Gibraltar's Fugitive Dust Management Plan guides dust management activities on-site. The Gibraltar plan was developed by a qualified professional. Some of the site-specific operational controls are:

- ▶ using water injected drills;
- ▶ blasting during favourable weather conditions, when possible;
- ▶ minimizing drop height of material when loading ore into haul trucks;
- ▶ grading and maintaining haul roads, including adequate sheeting with crushed and aggregate rock;
- ▶ operating two dedicated water trucks in dry, windy conditions during the summer months;
- ▶ progressive reclamation of waste rock dumps, in line with Gibraltar's reclamation plan;
- ▶ minimizing areas of new disturbance;
- ▶ enclosing ball mills and SAG mills within the mill building, and employing a wet grinding process;
- ▶ enclosing coarse ore transfer conveyors;
- ▶ controlling dust emissions from mine facilities and access roads;
- ▶ identifying sources of dust and implementing activity-based effectiveness monitoring programs;
- ▶ addressing specific environmental and site conditions that may result in generation of dust and implementing proactive reporting procedures;
- ▶ implementing contingency plans to address circumstances where prescribed dust control measures are ineffective or inoperable;
- ▶ seeding and fertilizing of the TSF cyclone sand annually; and
- ▶ planning site-wide dust suppression.

# Biodiversity

## Reclamation Performance Highlights:

**8.05 ha** Reclaimed      **3,600** Trees Planted      **2,700** Shrubs Planted      **30 ha** of Grass Seeded

**Key Points**

- ▶ Positively contribute to the conservation of biological diversity through all stages of the mining lifecycle
- ▶ No projects located in endangered species' habitat
- ▶ Unique copper extraction method at Florence Copper ensures minimal disturbance

**Key Policies and Plans**

- ▶ Wildlife Management Plan
- ▶ Vegetation Management Plan

**Key Regulations or Standards**

- ▶ Health, Safety and Reclamation Code for Mines in British Columbia
- ▶ Mine's Act Permit M-40
- ▶ British Columbia Ministry of Environment and Climate Change Strategy; Wildlife Act
- ▶ British Columbia Ministry of Forests, Lands and Natural Resources Operations; Forestry Act
- ▶ Federal Migratory Birds Convention Act
- ▶ Federal Species at Risk Act
- ▶ Environment Canada's Canada Wildlife Act

**Internal or External Evaluation Processes/ Policies**

- ▶ Wildlife Camera Monitoring
- ▶ Inspections of electrical fence around CRD Landfill
- ▶ Wildlife Interaction Standard Operating Procedure
- ▶ Annual Bear Aware Campaign
- ▶ Employee Wildlife Interactions and Awareness Program



Gibraltar's on-site nursery

## Management Approach

Gibraltar strives to contribute to the conservation of biological diversity through all stages of the mine lifecycle. This includes adherence to all relevant regulations and permit conditions and avoiding, mitigating and managing impacts on biodiversity related to vegetation removal, control of invasive species and implementation of measures to protect wildlife.

Gibraltar monitors fauna return to reclaimed areas across the mine site through game cameras that capture and record wildlife presence. Trails are reclaimed on site with different tree species, with and without fertilizer application. The objective is to understand how fertilizer prescription

influences survival, establishment and overall growth of individual species. This informs planning and costing of reclamation work in the future.

As well, Gibraltar undertakes breeding bird surveys with the objective to identify bird species present in different vegetation types and to provide baseline data for ongoing bird monitoring. This program assists in evaluating the success of site rehabilitation efforts.



## Native Seed Collection Program Enhances Biodiversity at Gibraltar Mine

Long-term reclamation objectives at Taseko's Gibraltar mine prioritize specific end land uses - including enhancement of wildlife habitat, traditional uses of the land by local First Nations, and open range cattle grazing for neighboring ranchers.

Based on these objectives, Gibraltar's Environmental team shifted the site's reclamation strategy in 2012 from revegetation with tree and shrub planting and agronomic seeding to native tree and shrub seedling planting. By planting native species at high densities, program architects hoped to speed up Mother Nature's natural regenerating processes. In addition, planting native species would address end land use goals by providing forage for wildlife and supporting Indigenous peoples' traditional values.



Cottonwood seeds collected by Xats'óll First Nation

However, unlike pine, spruce and fir (typical tree species utilized in industrial forestry reclamation processes), native plants are more difficult to find. As a solution, Gibraltar's Environmental Team pursued a contract with NATS Nursery in Langley, British Columbia.

Now in its 12th year, Gibraltar's on-site reclamation crew, comprised of local Xats'óll First Nation contractors, collects seeds from pioneering native plant species at the mine site. The seeds are shipped to Langley, where the nursery propagates and grows them into seedlings. Once established, the trees and shrubs are re-planted on the mine site in subsequent years.

Local species are selected to facilitate plant diversity and promote ecological capabilities equivalent to those that existed prior to mining. The biodiversity gained from mixing diverse native species is far superior to having monoculture rows of planted pine or other trees species. In addition, the collection of local seeds helps ensure the plants will successfully re-establish in future, as local species are genetically adapted to the unique local conditions at the mine site.

Gibraltar also incorporates the traditional knowledge of Xats'óll First Nation members into the species selection process.

Kinnikinnick, Soopolallie, Trembling Aspen, Silverberry, and Saskatoon Berry have all been selected for their traditional or medicinal properties. By reestablishing these plants in the reclamation process, they are available for local Indigenous communities to harvest upon mine closure.

Since program inception, approximately 447,230 native tree and shrub seedlings have been grown and planted at the Gibraltar mine site.

While the program has been a success story from both a reclamation and biodiversity perspective, it also demonstrates Taseko and Gibraltar's commitment to Indigenous partnerships and utilizing traditional knowledge to improve environmental outcomes.



### Species to Plant

Birch-leaved Spirea	<i>Spirea betulifolia</i>
Snowberry	<i>Symporicarpos albus</i>
Prickly Rose	<i>Rosa acicularis</i>
Soopallalie	<i>Shepherdia canadensis</i>
Willow	<i>Salix spp.</i>
Sitka Alder (North)	<i>Alnus sinuata</i>
Saskatoon Berry	<i>Amelanchier alnifolia</i>
Paper Birch	<i>Betula papyrifera</i>
Black Cottonwood	<i>Populus trichocarpa</i>
Kinnikinnick	<i>Arctostaphylos uva-ursi</i>
Wild Raspberry	<i>Rubus strigosus</i>
Trembling Aspen	<i>Populus tremuloides</i>
Silverberry (Wolf Willow)	<i>Eleagnus commutata</i>
Oregon Grape	<i>Mahonia aquifolium</i>
Thimbleberry	<i>Rubus parviflorus</i>
Indian Paintbrush	<i>Castilleja miniata</i>
Mountain Ash	<i>Sorbus spp.</i>
Showy Aster	<i>Aster spp.</i>

Native trees and shrubs grown at nursery in Langley, BC to be planted at Gibraltar



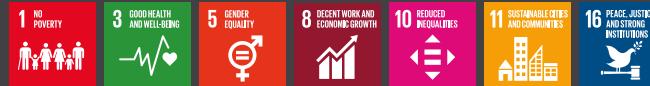
Gibraltar Mine employees

## Social

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- 37 Generating Economic and Social Benefits
- 40 Community Investment and Corporate Giving

Taseko's approach to employees and our communities contributes to the following United Nations Sustainable Development Goals:



# Commitment to Our Workforce

**124**

new employees joined Taseko in 2023

**90%**

retention rate at Gibraltar

**26%**

of new hires in 2023 were female

**Key Policies and Plans**

- ▶ Health and Safety Policy
- ▶ Workplace Conduct and Harassment Policy

**Key Regulations or Standards**

- ▶ British Columbia Employment Standards
- ▶ British Columbia Personal Information Protection Act (PIPA)
- ▶ British Columbia Human Rights Code
- ▶ British Columbia Labour Relations Code
- ▶ British Columbia Mines Act
- ▶ Arizona Fair Labour Standards Act

**Internal or External Evaluation Processes/Policies**

- ▶ Gibraltar Union Labour Agreement

## Management Approach

Taseko is committed to maintaining an inclusive and welcoming workplace environment that provides equal opportunity, encourages continuous improvement, learning and advancement, and prioritizes health and safety.

## Diversity

Taseko is committed to providing opportunity and support to Indigenous people interested in pursuing careers in mining. This is consistent with our Indigenous Peoples Policy and our commitment to Indigenous Reconciliation.

In addition, Taseko actively encourages women to pursue careers in the mining field and provides equal opportunities through our recruitment and hiring practices. Our primary employee diversity focus is on ensuring our work environment is inclusive, and increasing retention rates for female employees.

The Company's total workforce at year-end was 790 people - 113 women (14%) and 677 men (86%). Within the year, 124 people joined the Company, with 60% of the Vancouver hires, 26% of Gibraltar hires, 21% of Florence Copper hires and 100% of Yellowhead hires identifying as female.

## Labour Relations

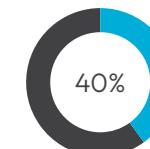
At Gibraltar, 75% of the workforce is unionized (69% of Taseko's total workforce). At the time of publishing, the Company and its unionized workforce at Gibraltar were in discussions toward a new, long-term labour agreement.

## Training, Development and Retention

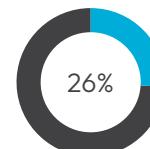
Taseko is committed to the continuous development and progression of its skilled and professional workforce. By offering a variety of educational opportunities - including apprenticeships and comprehensive succession planning tools - Taseko strives to make all of its employees successful for the long-term.

Performance	Head Office	Gibraltar Mine	Florence Copper	Yellowhead
Total Employees	29	704	56	1
New Hires within the Calendar Year	5	89	29	1
% of Female Employees	34%	12%	27%	100%
% of Female New Hires	60%	26%	21%	100%
Average Length of Employment (Years)	5.8	8.2	2.6	0.5
Retention Rate	100%	90%	84%	100%
Retention Rate - Females	100%	70%	87%	100%
% of Workforce under Collective Bargaining Agreement	0%	75%	0%	0%
Number and Duration of Strikes	0	0	0	0

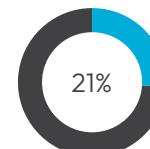
## % of Female New Hires



Head Office



Gibraltar Mine



Florence Copper



Yellowhead



## Nurturing Growth: Commitment to Training and Development

Taseko and its various operating sites and development projects actively encourage employees to continuously expand their skills and knowledge through a variety of training programs and opportunities for professional development.

The Company offers a wide range of training programs tailored to meet the diverse needs and interests of its employees - from technical skills workshops to leadership development seminars. Employees are also encouraged to independently pursue further education and certifications, with Taseko, Gibraltar, and Florence Copper offering tuition reimbursement to support their efforts.

But perhaps the most valuable aspect of the Company's commitment to training and development is the culture of mentorship and collaboration within the organization. Seasoned employees willingly share their knowledge and expertise with colleagues, fostering a culture of continuous learning and growth.

**“**

When our employees thrive, so does the Company and our operations. That's why we're committed to providing our employees with the tools and resources they need to reach their full potential.

Our Training and Development program has advanced tremendously in 2023, focusing on creating in house opportunities for our people to learn and grow on a daily basis. This increased focus on employee development has contributed to 26 staff promotions internally in 2023 in addition to various other advancements among our operational employees throughout the year. Additionally, in 2023 we were able to support our employees more than 80 times to attend external training and educational opportunities to further their professional development journeys.

One of the programs we are most proud of in 2023 was the introduction of a formal mentorship program at Gibraltar. The feedback and engagement from our employees was overwhelmingly positive and we look forward to growing this program in years to come.

**“**



**Lauren Bernard**

Superintendent, Human Resources and Training

**“**

As a mentee, I had the ability to gain a second opinion on difficult issues I was facing as a supervisor. As a mentor, I was able to educate someone about a topic that interested them.

**“**



**Chris Pedersen**

Senior Engineer, Technical Services

**“**

We were able to create a "safe space" for two-way discussion right from the start. Frequent meetings helped our discussions evolve naturally and to continually work through challenges and information gaps ... We each brought different perspectives and were consistently willing to offer experiences and ideas for growth.

**“**



**Brenah Tremblay**

Sr. Coordinator, Permitting and Compliance



In Spring 2023, Florence Copper Electrical Technician **Abraham Sepahi** was named Central Arizona College AIT Student of the Year.

Abe attended the college with full tuition reimbursement as part of Florence Copper's education reimbursement program. "I like working at Florence Copper because we get to work with a diversified system of electronics and electricity," reflected Sepahi after receiving the award. "I have developed relationships with talented and delightful professionals, and I am proud to be part of such an elite team."

**22**

Lunch and Learn Sessions

**16**

Supervisor Training Program

**24**

New Haul Truck Drivers Certifications

## 2023 Training & Development Highlights:

### Gibraltar:

- ▶ Held 22 Lunch and Learn Sessions on topics such as suicide awareness and prevention, National Day for Truth and Reconciliation, and learning about various site projects
- ▶ Conducted 16 Gibraltar Supervisor Training Program sessions, with 33 employees becoming certified under the program
- ▶ Assigned 23 mentorship pairings
- ▶ Participated in the Mining Industry Human Resources Council (MiHR) Canadian Mining Skills Development Strategy, including:
  - Certification of 24 new Haul Truck Drivers and Labourers
  - Certification of 4 Trainers through the Train the Trainer Program
  - Haul Truck and Mill Labourer orientation program and Supervisor Training Program both certified by MiHR to meet their national training standards, as recognized under the Canadian Mining Training Recognition Program
- ▶ Implemented a new user-friendly Learning Management System to better track and host training and development initiatives at Gibraltar



Beyond Potential Gibraltar Brand Townhall



Mikel Smothermon, Florence Copper Senior Environmental Coordinator, graduate of Arizona State University



Cole Bremner completed his Millwright Apprenticeship at Gibraltar

### Florence Copper:

- ▶ Conducted multiple, full staff safety trainings to receive certifications, including:
  - HSI Certification for Adult First Aid
  - HSI Certification for CPR
  - Certification for Fire Extinguisher Usage
- ▶ Completed Cultural Artifacts and Awareness training for full staff
- ▶ Provided opportunity for full tuition reimbursement to staff, with five employees currently enrolled in the program to receive benefits
- ▶ Implemented “Florence University” program, which includes 12 modules focused on situational leadership, effective listening, and additional soft skills development

# Health and Safety

## Key Points

- ▶ Safety is a core value at Taseko – woven into all aspects of corporate and operational culture
- ▶ Commitment to continuous safety performance improvement
- ▶ \$484,000 invested in employee training in 2023

## Key Policies and Plans

- ▶ Board of Directors Environmental, Health and Safety Committee
- ▶ Health and Safety Policy

## Key Regulations or Standards

- ▶ British Columbia Employment Standards
- ▶ British Columbia Human Rights Code
- ▶ Health, Safety and Reclamation Code for Mines in British Columbia
- ▶ Arizona Occupational Safety and Health Administration (OSHA)
- ▶ Arizona State Administrative Code Title 11: Mines

## Internal or External Evaluation Processes/Policies

- ▶ Occupational Health and Safety Committees

## Management Approach

The health, safety and well-being of Taseko employees, contractors and their families is a top priority for the Company. As outlined in Taseko's corporate Health & Safety Policy, the Company is committed to providing and maintaining safe and healthy working conditions and operating practices that safeguard employees, as well as meeting or exceeding all industry standards and legal requirements.

## Highest Safety Standards & Regulations

Taseko operates in some of the safest and most highly regulated workplace jurisdictions in the world and goes well beyond the requirements of law. We have worked hard to instill a culture of 'safety first' throughout our operations.

## Safety First Culture

Safety is a core value in Taseko's operational culture. There are a number of programs in place to ensure our workforce is safe and healthy, including:

- ▶ Occupational Health and Safety Committees at operating sites;
- ▶ SAFESTART training, an advanced safety awareness and skills development program;
- ▶ a strict drug and alcohol policy; and,
- ▶ zero tolerance for workplace harassment.

## Performance

	Gibraltar Mine	Florence Copper
Lost Time Incidents	4	0
Medical Aids	13	0
Total Reportable Injury Frequency	2.52	0
Lost Time Frequency	0.59	0
Near Miss Frequency Rate (MSHA)	N/A	12.8
All Incident Rate (OSHA)	N/A	0
All Incident Rate (MSHA)	N/A	0
Fatalities	0	0
Annual Investment in Training	\$719,586 CAD	\$34,459 USD
Total Hours Training	39,713	618



Gibraltar Mine Rescue team members



# Gibraltar Mine Rescue Team Turns in Award-Winning Performance during 65th Annual BC Mine Rescue & First Aid Competition

## Gibraltar Mine Rescue Team

Gibraltar has 58 'first responder' employees that participate in Mine Rescue training and readiness. The Mine Rescue team trains regularly and has members from Mine Operations, Mine Maintenance, Mill Operations, Electrical, Supply Chain, Site Services, as well as Training and Loss Prevention.

The 65th annual BC Mine Rescue & First Aid competition, showcasing the specialized emergency response training of mine rescue teams from around the province, was held June 15 - 17, 2023 in Taseko and Gibraltar's hometown of Williams Lake.

Co-hosted by the Mining Association of BC and the BC Ministry of Energy, Mines & Low Carbon Innovation over two days of competition, the event consisted of the South-Central Zone Competition and the Provincial Mine Rescue Competition.

Of the 64 Gibraltar men and women that serve on Gibraltar's Mine Rescue teams, seven were selected for the South Central Zone Surface Team and three were selected for the 3-person First Aid Team.

Both teams had excellent performances during the June 15 zone competition, with six first place finishes in the seven-task event and one second place finish in the three-task event - qualifying both teams for the Provincial Competition.

During the Provincial Competition held June 17, Gibraltar competed against Mine Rescue teams from operations throughout British

Columbia - including Highland Valley Copper, Mount Polley, Mount Milligan, Fording River & Greenhills.

Captain Wendell Owen, Jordan Blois and Heidi Symons from Gibraltar's 3-person First Aid team had outstanding performances, winning the competition and receiving recognition as Best First Aid for Surface Team.



Gibraltar's 2023 Mine Rescue Competition team members

## Gibraltar Awards:

### Surface Team:

#### **South Central Zones Competition:**

- ▶ Jim Balmer Memorial Trophy 1<sup>st</sup> Place Bench Task
- ▶ South Central Zone Trophy 1<sup>st</sup> Place Written
- ▶ Dick Suttie Memorial Trophy 1<sup>st</sup> Place First Aid Task
- ▶ South Central Zone Best Captain - Todd Voth
- ▶ Best Overall Captains Performance Surface Zone - Todd Voth
- ▶ Department of Mines and Petroleum Resources Annual Trophy Surface Mine Rescue Competition 1<sup>st</sup> Place Overall

### 3 Person First Aid Team:

#### **South Central Zones Competition:**

- ▶ South Central Zone 3 Person First Aid 2<sup>nd</sup> place
- ▶ Best First Aid for Surface Team

#### **Provincial Mine Rescue Competition:**

- ▶ Best First Aid for Surface Team



# Generating Economic and Social Benefits

**93%**

of Florence Copper's new hires in 2023 were recruited locally

**\$290 Million CAD**

in wages and procurement revenue to the regional economy from Gibraltar

**152**

community engagement events

## Key Policies and Plans

- Indigenous Peoples Policy

## Key Regulations or Standards

- Williams Lake First Nation Implementation Committee
- Xats'ül First Nation Implementation Committee
- Gibraltar Technical Advisory Committee
- Florence Copper Community Foundation
- Beyond Potential Donations and Community Investment Program

## Management Approach

Taseko is committed to generating 360° of Value for its people and communities. The Company's approach to delivering and maximizing economic benefits for local communities through jobs and procurement is a critically important aspect of our sustainable development goals and beliefs.

### Local Hiring and Procurement

Taseko operations make meaningful and lasting contributions to the economic and social well-being of the communities in which we operate, including Indigenous communities.

To the greatest degree possible, Taseko injects revenue directly into local economies through our hiring and procurement practices. By doing so, we help create stronger, more resilient communities and strengthen the economic foundation of the regions in which we operate.

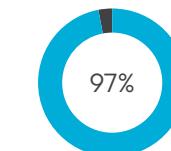
In 2023, Gibraltar distributed more than CAD\$290 million in wages and procurement of goods and services to the economy of the Cariboo region, with 97% of employees living locally and 41% of contract revenue distributed locally.

Florence Copper added 20 full-time positions in 2023 and hired 29 new people. Of the new employees, 93% were recruited from the local community. As a result, Florence Copper distributed more than US\$3.4 million in wages to local employees last year.

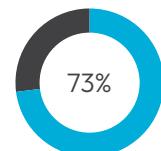
### Performance

	Gibraltar Mine <sup>1</sup>	Florence Copper <sup>2</sup>
% of Local Employees	97%	73%
% of New Employees Recruited Locally	43%	93%
Wages Distributed Locally (\$)	\$82,692,656 CAD	\$3,379,504 USD
% of Wages Distributed Locally	96%	77%
Procurement Distributed Locally (\$)	\$206,776,872 CAD	\$5,867,163 USD
% of Procurement Distributed Locally	41%	13%

### % of Local Employees

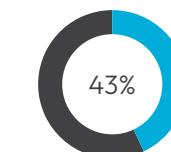


Gibraltar Mine

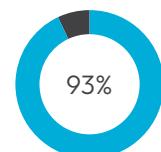


Florence Copper

### % of New Hires Locally



Gibraltar Mine



Florence Copper

#### Notes:

- Local employees include Williams Lake, 100 Mile House and Quesnel; Local procurement includes Williams Lake, 100 Mile House, Quesnel, Prince George, Kamloops, Kelowna and surrounding areas.
- Local employees include Florence, Coolidge, San Tan Valley, Queen Creek; Local procurement includes Apache Junction, Casa Grande, Chandler, Coolidge, Florence, Gilbert, Gold Canyon, Kearny, Maricopa, Mesa, Queen Creek, and San Tan Valley.



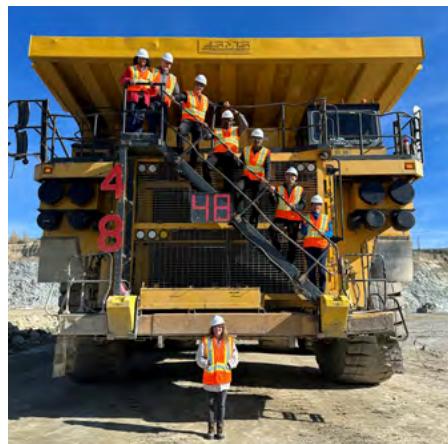
## Community Engagement

To ensure Indigenous and local communities have the opportunity to meaningfully participate in all phases of the mining process, and share in the benefits of mineral development, Taseko engages with communities of interest throughout the mining lifecycle.

Engagement with Indigenous and local communities is an ongoing initiative, and a priority at each operating mine and development project site. Goals for Taseko's Indigenous and community engagement programming include:

- ▶ advise residents in nearby communities and other regional interests about permits, programs and other activities being undertaken at sites;
- ▶ provide information about Taseko projects or operations, including potential environmental, social and operational effects, proposed mitigation and environmental safeguards;
- ▶ allow Taseko to better understand and address stakeholder priorities and concerns with respect to mine operations and project development;
- ▶ facilitate economic and other opportunities associated with Taseko operations and development projects for local residents, communities and companies.

Taseko hosted or participated in more than 150 educational events, site tours, open houses and community meetings throughout the year, providing opportunity for engagement, education, information sharing, and consultation with communities of interest.



### Community Engagement Summary

	Gibraltar Mine	Florence Copper	Yellowhead
Community/Industry Meetings, Presentations, & Events	29	22	37
Site Tours	12	32	0
Career Fairs/Educational Events	2	16	1



University of Arizona students tour Florence Copper



**Left:** Guests from Northern Health, including doctors, nurses, support services managers, acute care and primary care practitioners tour Gibraltar Mine. The tour's objective is to provide a greater understanding of the working conditions at the mine site to support better patient care.

**Middle:** Grade 7 students from Williams Lake's Lake City Secondary School tour Gibraltar Mine.

**Right:** Taseko staff attend MineralEd's annual Mining Month Community fair, providing students in the Lower Mainland an opportunity to learn about copper and BC's mining industry.

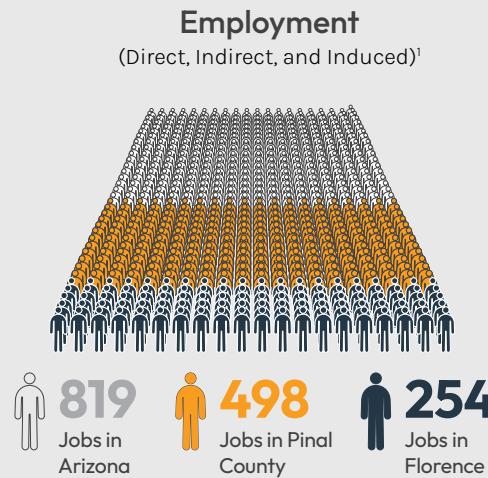


# Florence Copper will have a meaningful economic impact in the Town of Florence, Pinal County and throughout the State of Arizona

Florence Copper has released an updated *Economic and Fiscal Impact Study* of the Florence Copper project in central Arizona, prepared by the L. William Seidman Research Institute at Arizona State University (ASU). The study provides a comprehensive overview of future economic benefits and fiscal contributions associated with the Florence Copper project – an innovative and proven in-situ copper recovery operation in Florence, Arizona.

Published in March 2024, *The Florence Copper Project: Economic & Fiscal Impact* study considers 26 years of project activity, including two years of project construction, 20+ years of copper production and three years of reclamation and closure.

Study authors employed an Arizona-specific econometric model to forecast direct, indirect and induced economic impacts associated with Florence Copper. The study provides valuable insight into the project's future contributions to economic prosperity and sustainable development in Pinal County and throughout the State of Arizona – including annual and cumulative GDP impacts, employment and employment income and government tax revenues.



819 Jobs in Arizona  
498 Jobs in Pinal County  
254 Jobs in Florence

**Note:** Dollar values are constant 2024 dollars. Arizona impacts are inclusive of Pinal County and Town of Florence impacts.

**Key highlights from ASU's The Florence Copper Project: Economic & Fiscal Impact study include:**

## Florence Copper Economic Impacts

	Arizona	Pinal County
State GDP (Cumulative)	\$4.3 Billion	\$2.5 Billion
Employment (Annual Average)	819	498
Personal Income (Cumulative)	\$2.2 Billion	\$1.5 Billion
Arizona	Pinal County & Town of Florence	Town of Florence
State and Local Tax Revenues (Cumulative)	\$593.1 Million	\$174.5 Million
		\$115.4 Million



Florence Copper has secured all major development permits and authorizations required from federal and state regulatory agencies and initiated construction of commercial production facilities in Q1 2024. The first copper cathode to be produced by Florence Copper's commercial production facility is expected in late 2025.

When fully operational, Florence Copper will have an annual production capacity of 85 million pounds of LME Grade A copper cathode and a mine life of 22 years. This production capacity would represent an expansion of total US annual copper production of nearly 4% over 2023 levels<sup>2</sup>.

## Forecast Economic Benefits<sup>1</sup>

(Life of Project)

**\$4.3 Billion**  
in economic activity for the State of Arizona  
**\$593.1 Million**  
in taxes and royalties for the Arizona government  
**\$115.4 Million**  
in tax revenues for Town of Florence

1. The Florence Copper Project: Economic & Fiscal Impact Study conducted by Arizona State University L William Seidman Research Institute (2024).

2. Source: U.S. Geological Survey, Mineral Commodity Summaries, January 2024.

\* All figures are in USD.

# Community Investment and Corporate Giving

More than  
**\$7.4 Million CAD**

in charitable donations and sponsorships since 2005

**\$315,000 CAD**

in charitable donations and sponsorships in 2023

**8**

Scholarships + Bursaries granted in 2023

## Management Approach

### Corporate and Community Giving

Through charitable giving, community investment and sponsorships, Taseko supports initiatives that help people and communities grow and become more resilient.

The Company is focused on supporting local and grassroots organizations that deliver on-the-ground community support, offering people the opportunity to better their lives through health and wellness, education and other community programs.



Florence Copper presents donation cheque to Tierra Del Sol RV Resort Association

### Community Investment and Sponsorship

	<b>Head Office Vancouver</b>	<b>Gibraltar Mine</b>	<b>Florence Copper</b>
Granted in 2023	\$89,260 CAD	\$127,324 CAD	\$98,358 USD
<b>Total Granted</b>	<b>\$4,889,300 CAD</b>	<b>\$2,146,697 CAD</b>	<b>\$378,570 USD</b>

### Scholarships + Bursaries

	<b>BCIT Bursary</b>	<b>Florence Copper Creating Opportunities</b>	<b>Taseko Mines Creating Opportunities</b>
Granted in 2023	1	5	2
<b>Total Granted</b>	<b>16</b>	<b>42</b>	<b>2</b>

### The Florence Copper Community Foundation

Taseko's commitment to responsible mineral development includes supporting the communities in closest proximity to its projects. In 2013, the Florence Copper Community Foundation (the Foundation) was established to provide resources to groups and initiatives that address community needs near Taseko's Florence Copper project in Florence, Arizona.

Since that time, the Foundation has donated more than \$100,000 to nonprofits and community initiatives in the local area, including \$27,700 in 2023. The Foundation focuses on supporting initiatives that advance education, community and economic development, health and wellness, the environment, cultural heritage and the arts. Its Board includes Florence Copper staff and respected members of the local community - including a former Executive Director of the Greater Florence Chamber of Commerce and a fifth generation Florence native.

## Supporting Youth, Education and Careers in Mining

### Creating Opportunities Scholarship Program

Taseko is proud to provide educational opportunities and support to youth who are interested in furthering their education in engineering, sciences, environmental studies, or trade programs.

In 2011, Florence Copper launched the Creating Opportunities Scholarship Program. Since then, the program has awarded \$80,700 in post-secondary scholarships to high school seniors from Florence. The program has helped 42 local students, including five in 2023, fulfill their higher education goals.

Taseko has since expanded its scholarship program to Lake City high school students in Williams Lake, British Columbia, and awarded two scholarships in June 2023. Recently, based on feedback from the community and employees, this program has been further expanded to two high schools in Quesnel, British Columbia. Taseko looks forward to awarding three scholarships during the 2024 graduating year to high school students in the Cariboo region.



Florence Copper employees cleanup local roads



### Volunteer Culture

As part of Taseko's commitment to be a good community partner and deliver 360° of Value, the organization has placed significant emphasis on nurturing a strong culture of volunteerism. This involves encouraging employees to actively participate in volunteer activities that contribute to building resilient communities, deliver long-term enduring benefits and build community relationships.

### Taseko's BCIT Mining and Mineral Resource Bursary

In 2008, Taseko established a Mining and Mineral Resource Bursary with the British Columbia Institute of Technology (BCIT) through an endowment fund.

Annually, one exceptional student from the Mining and Mineral Resource Engineering program is nominated by the faculty and awarded a bursary to support their educational endeavours. Since inception, Taseko has awarded more than \$8,000 in bursaries and supported 16 BCIT students.



BCIT graduates

### Proud MineralsEd Supporter

Taseko is a proud partner and supporter of MineralsEd - a charitable educational organization that is dedicated to encouraging and supporting earth science, mineral resources and mining education in schools throughout British Columbia.

Taseko recognizes the importance of educating students and teachers about the mining industry, delivering accurate and balanced information, and stimulating young peoples' interest in mining and minerals-related career opportunities.



Taseko presents donation cheque to MineralsEd



## Employee-Driven Fundraising Campaign Benefits Cariboo Communities

**17th Year**

program originally launched in 2007,  
now in its 17th year

**\$30,250 CAD**

total raised through employee  
donations since 2007

Employees at Taseko's Gibraltar Mine have an annual, employee-driven fundraising event to support local communities and youth in British Columbia's Cariboo region.

Since 2007, Gibraltar's annual Meat Raffle has raised more than \$30,000 and supported organizations such as the Armana Transition House in Quesnel B.C., the Chiwid Transition House in Williams Lake, the United Way, Salvation Army and others.

To raise the funds, Gibraltar purchases a selection of premium meat from the local 4H club. Through an on-site raffle, multiple lucky employees have a chance to win the meat packages to stock their freezer for the winter.



In 2023, the program raised \$5,175 for the Canadian Mental Health Association, supporting crucial programs and services aimed at mental health promotion and illness recovery for individuals of all ages and their families.

### Organizations supported

- ▶ Salvation Army
- ▶ Williams Lake Kids Sport
- ▶ Williams Lake United Way
- ▶ Williams Lake Food Bank
- ▶ Williams Lake First Nation 4-H Club
- ▶ Williams Lake 4-H Club
- ▶ Quesnel & District 4-H Club



## Town of Florence Celebrates Florence Copper Day

The Town of Florence and Florence Copper celebrated the importance of copper during Summer 2023. Inspired by Air Conditioning Appreciation Days, which take place July 3 to August 15, Town of Florence Mayor Tara Walter issued a proclamation recognizing the critical role of copper in everyday life, including as a vital input to air conditioning units, and named June 30, 2023, 'Florence Copper Day' in the Town of Florence.

To commemorate the day, Florence Mayor Tara Walter and members of Town of Florence staff toured the Florence Copper site. The tour ended with the mayoral proclamation recognizing the role of copper in everyday life and naming June 30, 2023, 'Florence Copper Day' in Florence.



Town of Florence Mayor Tara Walter and Florence Copper staff on "Florence Copper Day"



## Empowering People with Hope and Possibility

As part of Taseko's commitment to 360° of Value, the Company supports local organizations that deliver direct, tangible, on-the-ground support to people seeking to better their lives - which is why we are proud to be a community partner to Mission Possible.

Based in Vancouver's Downtown Eastside, Mission Possible is a non-profit organization that provides employment transition services such as training, education and work experience to individuals who are typically excluded from the traditional workforce – like those facing homelessness, poverty and other barriers to employment.

Through its Employment Readiness Program, Mission Possible helps people motivated to break the cycle of poverty bridge to long-term jobs and lasting change. In 2023, Taseko funded two Mission Possible associates as they embarked on their journey through the 24-week Employment Readiness Program.



Mission Possible's Electric Truck sponsored by Taseko

In addition, Taseko proudly supported Mission Possible's summer 2023 fundraising efforts to acquire their first electric pickup truck, with an initial \$10,000 kickstart contribution. The new truck enabled Mission Possible to expand its Employment Readiness Program and support the organization's growth. As a leading Canadian copper producer, Taseko supports the non-profit organization's adoption of low carbon technologies.

### Immacula's Story

The following was written by Mission Possible associate, Immacula, chronicling the important life changes the non-profit organization's services have helped her achieve:

I walked by Mission Possible on Hastings Street many times before I went inside. Although a neighbour had told me I should check them out, I was nervous.

After nearly four years out of the workforce, one day, I finally got the courage to walk through the doors. I was up front with them about what I needed: I told them that I only want to work with women. Due to my past trauma, I was uncomfortable working alongside men.

I was happy to learn that they were open to that! In fact, Mission Possible has a whole branch of their Employment Readiness Program called the "Women's Track", designed to support women and non-binary people.

**From this very first day I felt seen and heard at Mission Possible. Everything had changed for me.**

I have a complicated history of substance use, mental health challenges and trauma due to an unstable upbringing and workplace issues. I know I'm not the only one, but all this makes me feel alone sometimes. Finding Mission Possible has



Mission Possible associate, Immacula

not only helped me find community, but it has also provided the environment I needed to continue with my 15 years of sobriety.

I never imagined I'd be picking up garbage, but it humbled me and has brought me a lot of satisfaction. As a member of the Women's Track Clean Team, I worked in the Downtown Eastside with an awesome group of ladies picking up litter, needles and more from the neighborhood. It felt good to do something important for the community and be a part of a team.

And in addition to the part-time work, Mission Possible offered me so much more. They helped me get my resume fixed up, provided lunch and pantry items to help out at home, supported me in finding coping skills for my severe anxiety, and encouraged me to find a path back to meaningful work in the health care sector where I had worked for many years.

Six months after graduating from the Employment Readiness Program, I am taking steps to restart my career in health care. I plan to work as a Home Care Aid, providing much needed care to patients in their homes.

The people at Mission Possible are like a second family to me. Today I feel confident, cared for and hopeful about returning to work.



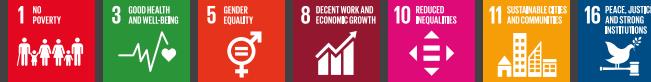
Salmon sampling event

# Indigenous Relations

## In this section:

- 
- 45 Indigenous Relationships
  - 47 Indigenous Business and Economic Development

Taseko's approach to Indigenous relations contributes to the following United Nations Sustainable Development Goals:



# Indigenous Relationships

## Taseko's Commitment to Reconciliation and Indigenous Relationships



Indigenous personnel

**9**

new hires at Gibraltar in 2023



Indigenous business opportunities

**14**

contracts at Gibraltar awarded to Indigenous - owned or partnered businesses



Female Indigenous mining professional hired to lead Yellowhead Project

### Key Points

- ▶ Indigenous Cultural Awareness training conducted at Gibraltar and Vancouver corporate office
- ▶ Commitment to hiring Indigenous personnel - 9 new hires at Gibraltar in 2023
- ▶ Commitment to supporting economic development and Indigenous business opportunities - 14 contracts at Gibraltar awarded to Indigenous - owned or partnered businesses
- ▶ Participation and Cooperation Agreements with local Indigenous groups

### Key Policies and Plans

- ▶ Indigenous Peoples Policy

### Key Engagement Processes

- ▶ Williams Lake First Nation Implementation Committee
- ▶ Xat̄sūll Implementation Committee



Representatives from Taseko participating in the Simpcw First Nation's first Cultural Awareness Day.

## Management Approach

### Indigenous Relationships

At the heart of Taseko's Indigenous Peoples Policy is a commitment to establish mutually beneficial relationships with Indigenous Nations and their members. The development of Participation and Cooperation and similar agreements create tangible and ongoing opportunities for Indigenous communities and their members to participate in economic development and business opportunities, to access employment and training, and participate in planning and dialogue.

Taseko has a number of agreements with Indigenous groups at its operations and development properties, including Participation and Cooperation Agreements with Xat̄sūll First Nation and Williams Lake First Nation.

As part of these agreements, Gibraltar has two separate Implementation Committees with the Xat̄sūll and Williams Lake First Nations. The Xat̄sūll and Williams Lake Implementation Committees are responsible for administering and implementing the terms of their respective agreements, ensuring all parties are fulfilling their duties.



## National Day for Truth and Reconciliation

The third annual National Day for Truth and Reconciliation (NDTR) in Canada was held on September 30, 2023 - a day that honors the lost children and survivors of residential schools, as well as their families and communities.

Taseko and Gibraltar support and recognize this important day through a number of initiatives that facilitate public education and awareness.

This includes support for the Orange Shirt Society - a non-profit organization based in Williams Lake with the goal of creating awareness of the individual, family and community inter-generational impacts of Indian Residential Schools. The Company provided a donation to the organization and Gibraltar purchased "Every Child Matters" stickers for distribution to all employees.

Gibraltar also donated to the Orange Jersey Project Hockey Game, which was held in Williams Lake on September 23, 2023. The Orange Jersey Project fundraiser is designed to encourage action for truth and reconciliation and help educate athletes about the true history of the Indian Residential school system in Canada.

In addition, Gibraltar hosted two National Day for Truth and Reconciliation Lunch and Learns in September. More than 130 Gibraltar and 22 head office staff participated these sessions - the highest participation rate of all 22 Lunch and Learn sessions held over the course of the year. The NDTR sessions were an opportunity to encourage employees to learn more about the significance of NDTR, and have respectful conversations with co-workers, friends, and family about the significance of Truth and Reconciliation. Taseko recognizes the significance of cultural awareness training, continuous learning and supports discussion on this important topic throughout the year.



The Orange Shirt Day at Gibraltar



The Orange Jersey Project Hockey Game held in Williams Lake, September 2023

# Indigenous Business and Economic Development

## Supporting Indigenous Businesses and Economic Development

Taseko and its operations are committed to supporting local Indigenous businesses. The Company recognizes that by doing so, economic development and job opportunities are created, and Indigenous communities are strengthened.

In 2023, Gibraltar awarded 14 contracts totalling more than \$87 million to Indigenous owned, partnered, or joint venture businesses.

Highlights include:

- ▶ Contract with Xat'süll Development Corporation (Xat'süll owned business) for on-site environmental reclamation work has been renewed on an annual basis, for 12 consecutive years
- ▶ Janitorial services contract with Anderdam Contracting (partnership with Xat'süll) since 2018 and extended until 2025
- ▶ Core splitting contract with Borland Creek Logging (Williams Lake First Nations owned business)
- ▶ Environmental sampling services conducted by Chu Cho (Tsay Keh Dene Nation owned business) for Gibraltar in-situ biological treatment program (see page 24)

## Supporting Careers in Mining

Consistent with Taseko's Indigenous Peoples Policy and our commitment to Reconciliation with Canada's First Nations, the Company provides opportunity and support to Indigenous people interested in pursuing careers in mining. In 2023, 14% of Taseko's total workforce identified as Indigenous.

In addition, the Company is committed to supporting Indigenous candidates throughout the interview and recruitment process. Once hired, they receive training, continuous development and the opportunity to progress their skills.

## Collaborative Programs Utilizing Indigenous Knowledge

Taseko and Gibraltar Mine are committed to incorporating traditional knowledge into their environmental and reclamation programs to ensure the greatest success for all parties.

Gibraltar's 10+ year partnership with Xat'süll First Nation on the mine's reclamation program has been an award-winning success. Over the course of the program, Gibraltar has incorporated traditional knowledge of the Xat'süll First Nation to establish and grow native species on the mine site. See story at page 30.

In addition, the collaborative partnership has provided work experience and seasonal employment opportunities to more than 22 community members since the program began in 2012.

## Community Engagement

For more information on the Company's community engagement policies and practices, including Indigenous community engagement, please see page 38.



Salmon sampling



Williams Lake First Nation's Pow Wow



## Xat'süll Golden Feather Hockey Game Fundraiser

The second annual exhibition hockey game between Gibraltar Copper Kings and the Xat'süll Golden Feather took place on December 30, 2023. The annual event raises funds for the Xat'süll Golden Feather Hockey Team - a local Indigenous hockey team that reinforces health and wellness in the Xat'süll community. Made up of Indigenous community members and non-members, the Xat'süll Golden Feather Hockey Team travel together to hockey tournaments and play in a league.

The fundraiser was made possible due to the tremendous support of Gibraltar

employees, who helped plan and coordinate the event, and the community, with more than 100 spectators in attendance. In addition, businesses from the surrounding communities and Williams Lake supported the fundraiser through the donation of prizes, including trips to other towns and a grand prize of a trip to Vancouver to see the NHL Canucks play.

The hockey game was opened with a beautiful drum song performed by Geri Phillips and her two children, and a welcoming from Xat'süll Kukpi7 Rhonda Phillips. The game was a nailbiter between

the Xat'süll Golden Feathers and the Gibraltar Copper Kings, with the Kings narrowly coming out on top with a 4-3 win.

The funds raised will help the Xat'süll Golden Feather team members travel to out-of-town tournaments and continue to support a healthy lifestyle and teamwork in the community. Xat'süll Golden Feathers and Gibraltar Mine would like to thank all the volunteers, timekeeper, referees, ticket sales, drummers, Kukpi7 Rhonda Phillips, and fans!

Xyum te Kukstemic to all the people that came out to join us for Hockey Day in the Puddle.



The second annual exhibition hockey game between Gibraltar Copper Kings and the Xat'süll Golden Feather



## Governance

### In this section:

- 
- 50 Corporate Governance
  - 51 Business Ethics and Transparency

Taseko's approach governance contributes to the following United Nations Sustainable Development Goals:

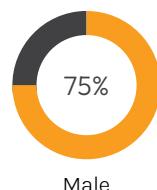


# Corporate Governance

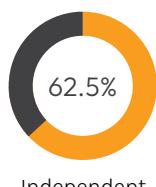
## Board Members



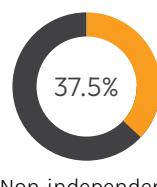
Female



Male



Independent



Non-independent

## Board of Directors Overview

Taseko's Board of Directors is responsible for overseeing the management of the Company, in the best long-term interest of the Company and its shareholders. Directors identify the principal risks and opportunities of the Company's business and ensure the implementation of appropriate systems to manage these risks, ensure the highest standards of corporate governance are in place, and that Taseko and its management comply with applicable laws, regulations, policies and good industry practices.

The Board consists of eight talented and dedicated Directors with a diverse

mix of expertise, experience, skills and background. The Chair of the Board and a majority of Taseko's Directors are independent, with the Audit and Risk Committee, Nominating and Governance Committee and Compensation Committees 100% independent.

Taseko's Board of Directors adopted a Corporate Governance Policies and Procedures Manual (the "Governance Manual") dated March 29, 2019. The Governance Manual provides a framework for the Board of Directors' oversight of governance related issues and includes, among other things, a written Charter for

each Board Committee and a Code of Ethics and Trading Restrictions, the contents of which include a whistleblower hotline, a related party investment protocol and a Workplace Conduct and Harassment Policy. A copy of the Governance Manual is available for review on the Company's website at [tasekomines.com](http://tasekomines.com).

The Board fulfills its responsibilities through four committees: Audit and Risk; Compensation; Nominating and Governance; and Environmental, Health and Safety.

## Board of Directors

**Ronald W. Thiessen** CPA, FCA  
Independent Director  
Chairman of the Board, Audit and Risk Committee

**Anu Dhir** B.A., J.D.  
Independent Director  
Audit and Risk Committee; Compensation Committee; Nominating and Governance Committee (Chair)

**Peter Mitchell** CPA, CA, MBA  
Independent Director  
Audit and Risk Committee (Chair); Compensation Committee; Nominating and Governance Committee

**Russell Hallbauer**  
Director  
Environmental, Health and Safety Committee

**Stuart McDonald** CPA, CA  
Director

**Kenneth Pickering** B.Sc., MBA  
Independent Director  
Compensation Committee (Chair); Environmental, Health and Safety Committee (Chair)

**Robert A. Dickinson** B.Sc., M.Sc.  
Independent Director  
Environmental, Health and Safety Committee; Nominating and Governance Committee

**Rita Maguire** J.D., MBA, B.Sc.  
Director  
Environmental, Health and Safety Committee



# Business Ethics and Transparency

## Corporate Governance Practices and Policies

### Code of Ethics and Trading Restrictions

Taseko's Code of Ethics and Trading Restrictions (the "Code of Ethics") is set out in Appendix 4 to the Governance Manual. The Company's policy is to conduct business in accordance with the highest ethical and legal standards. The Code of Ethics has been adopted by the Board of Directors to deter wrongdoing and promote:

- ▶ honest and ethical conduct;
- ▶ full, fair, accurate, timely, and understandable disclosure that the Company submits to regulatory authorities and communicates to the public;
- ▶ compliance with applicable government laws and regulations;
- ▶ prompt internal reporting of violations of the Code to the appropriate individuals;
- ▶ accountability for adherence to the Code.

The Company has implemented an annual process whereby Directors, officers and employees of the Company are asked to provide a certification that they are aware of and have read the Code of Ethics and recognize whether they have knowledge of any violations of its principles.

### Whistleblower Policy

Taseko's Code of Ethics contains established procedures to appropriately deal with any internal and external complaints through an anonymous whistleblower hotline. The hotline, hosted by a third-party service provider, allows employees and others to anonymously report instances in which it is believed that Taseko or any of its employees are not abiding by relevant laws, regulations, contractual obligations, policies or commitments. Matters that can be reported may include (but are not limited to):

- ▶ Questionable Accounting/Auditing
- ▶ Fraud/Deceit and Embezzlement
- ▶ Conflict of Interest
- ▶ Securities Violations
- ▶ Theft
- ▶ Unsafe Workplace
- ▶ Falsification of Information
- ▶ Unethical Business Practices
- ▶ Violating Policies and Procedures
- ▶ Racial Discrimination
- ▶ Threats of Violence
- ▶ Substance Abuse
- ▶ Sabotage and Vandalism
- ▶ Harassment

### Related Party Investment Protocol

Taseko's Related Party Investment Protocol establishes procedures to manage investment by the Company in circumstances involving a Related Party. The Company's commitment to ethical practices is outlined in the protocol's process and administration rules, as follows: the matter will be presented to a Lead Director, who will be appointed at the necessary time; a Special Committee of independent Directors will be assigned to review the potential investment, outline the negotiation parameters, and ultimately will cause the transaction to be presented to the Directors who do not have an interest in the transaction for their approval or disapproval of the transaction.

### Workplace Conduct and Harassment Policy

Taseko is committed to providing a positive working environment in which all employees, contractors and visitors are treated with respect and dignity, free of discrimination and harassment. The Company's Workplace Conduct and Harassment Policy provides clear standards for employee conduct to prevent sexual harassment, discrimination on any human rights-protected ground, verbal and physical intimidation, and other unacceptable behaviours.

Taseko has established clear procedures for facilitating, investigating and resolving employee complaints that is transparent and equitable, protects the privacy and confidentiality of individuals involved, while imposing a range of appropriate consequences – from counselling and training to disciplinary actions for more serious incidents, including the possibility of termination of employment.



## Sustainability Performance

### In this section:

53 2023 Sustainability Accounting Standards Board (SASB) Index: Gibraltar Mine

56 Taseko Values Metrics

# 2023 Sustainability Accounting Standards Board (SASB) Index: Gibraltar Mine

SASB Topic	Accounting Metric	SASB Code	Data – Gibraltar Mine
<b>Greenhouse Gas Emissions</b>	(1) Gross global Scope 1 emissions, (2) Percentage covered under emissions limiting regulations	EM-MM-110a.1	(1) 2.21 t CO <sub>2</sub> e/t CuEq – Scope 1 (2) 100%
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-MM-110a.2	Management of Scope 1 emissions are driven by Gibraltar's 'Energy Management Policy,' which integrates energy management programs and practices across all site-wide operations and projects with the goal of achieving continuous improvement in energy efficiency. Through this focus on continuous improvement in energy efficiency, Gibraltar also seeks ongoing improvements in its GHG intensity per unit of production.  Taseko is advancing the Florence Copper Project into commercial production. As an 'in-situ' copper recovery project, Florence Copper is expected to be the lowest GHG and energy intensity primary copper producer in North America, lowering Taseko's enterprise-wide GHG intensity per unit of production.
<b>Air Quality</b>	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N <sub>2</sub> O), (3) SOx, (4) Particulate matter (PM <sub>10</sub> ), (5) Mercury (Hg), (6) Lead (Pb), and (7) Volatile organic compounds (VOCs)	EM-MM-120a.1	(1) 1,082 (2) 264 (3) 32 (4) 2,201 (5) 0 (6) 0 (7) 3.5
<b>Energy Management</b>	(1) Total energy consumed, (2) Percentage energy from grid electricity, (3) Percentage energy consumed from renewable energy sources	EM-MM-130a.1	(1) 3,605, 539 GJ (2) 47.0% (3) 46.1%

SASB Topic	Accounting Metric	SASB Code	Data – Gibraltar Mine
<b>Water Management</b>	(1) Total fresh water withdrawn (from aquifer) (2) Total fresh water consumed* Percentage of each in regions with High or Extremely High Baseline Water Stress (3) Increase in water stored on-site	EM-MM-140a.1	(1) 141 thousand cubic metres; 0% (2) 6,140 thousand cubic metres*; 0% * Includes water withdrawn and precipitation (contact water) stored on-site (3) 832 thousand cubic metres
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	Three minor incidents occurred in 2023. These incidents were short in nature, promptly reported, immediately corrected and not expected to have any lasting effect on aquatic habitat or aquatic life in the Fraser River. The specifics include: <ul style="list-style-type: none"><li>▸ Samples taken at the Fraser River Outfall on Friday August 18, 2023, had elevated Total Suspended Solids. Immediate remedial action included re-analysis of the sample, re-sampling with rush analysis, and suspension of the discharge. Investigation revealed that the sample at the Fraser River Outfall was not representative of Tailings Storage Facility Supernatant water. Effluent quality was reflective of residual water from previous flushing and pressure testing.</li><li>▸ On October 11, 2023 and October 18, 2023 discharge to the Fraser River from the TSF recorded elevated Total Suspended Solids concentrations. Immediate remedial action included re-analysis of the sample, re-sampling with rush analysis, and suspension of the discharge to the Fraser River. The cause was due to elevated TSS near the Tailings Storage Facility (TSF) barge, as a result of reduced water volumes within the TSF in combination with the influence of fall turnover.</li></ul>



<b>SASB Topic</b>	<b>Accounting Metric</b>	<b>SASB Code</b>	<b>Data – Gibraltar Mine</b>
<b>Waste and Hazardous Materials Management</b>	Total weight of non-mineral waste generated	EM-MM-150a.4	See page 22
	Total weight of tailings produced	EM-MM-150a.5	27,122,843 metric tons
	Total weight of waste rock generated	EM-MM-150a.6	44,910,851 metric tons
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	See page 22
	Total weight of hazardous waste generated	EM-MM-150a.7	See page 22
	Total weight of hazardous waste recycled	EM-MM-150a.8	See page 22
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Zero. Taseko's definition of a significant incident is one that reports beyond the mine site boundary and requires activation of emergency response to control, mitigate and clean up.
<b>Biodiversity Impacts</b>	Description of environmental management policies and practices for active sites	EM-MMI60a.1	See page 18 - 30
	Percentage of mine site where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MMI60a.2	(1) 25% (2) 25% (3) 25%
	Percentage of (1) proven and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MMI60a.3	(1) 0% (2) 0%

<b>SASB Topic</b>	<b>Accounting Metric</b>	<b>SASB Code</b>	<b>Data – Gibraltar Mine</b>
<b>Security, Human Rights and Rights of Indigenous Peoples</b>	Percentage of (1) proven and (2) probable reserves in or near areas of conflict	EM-MM210a.1	(1) 0% (2) 0%
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM210a.2	(1) 100% (2) 100%
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM210a.3	See page 45 - 47
<b>Community Relations</b>	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM210b.1	See page 37, 38
	Number and duration of non-technical delays	EM-MM210b.2	0
<b>Labour Relations</b>	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM310a.1	Canadian: 72% US: 0%
	Number and duration of strikes and lockouts	EM-MM310a.2	0



<b>SASB Topic</b>	<b>Accounting Metric</b>	<b>SASB Code</b>	<b>Data – Gibraltar Mine</b>
<b>Workforce Health and Safety</b>	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR), (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM320a.1	a) Employees: (1) Not tracked (2) 0 (3) Not available (4) Training hours specific to health, safety and emergency management not tracked. b) Contract Employees: (1) to (4): Not available
<b>Business Ethics and Transparency</b>	Management system for prevention of corruption and bribery throughout the value chain	EM-MM510a.1	See page 51
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM510a.2	Zero. Taseko operations in Canada and the United States.
<b>Tailings Storage Facilities Management</b>	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM540a.1	See page 22
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM540a.2	See page 20 - 22
<b>Activity Metrics</b>	Production of (1) metal ores and (2) finished metal products	EM-MM000.A	(1) Copper: 123 million pounds; Molybdenum: 1.2 million pounds (2) 0
	(1) Total number of employees (2) Percentage contractors	EM-MM000.B	(1) 790 employees (2) Not available



# Taseko Values Metrics

<b>Social: Our People</b>		<b>Head Office Vancouver</b>	<b>Gibraltar Mine</b>	<b>Florence Copper</b>	<b>Yellowhead</b>
<b>Commitment to Our Workforce</b>	Total # Employees	29	704	56	1
	% of Female Employees	34%	12%	27%	100%
	% of Female New Hires	60%	26%	21%	100%
	% of Indigenous Employees	Not Tracked	14%	Not Tracked	100%
	% of Indigenous New Hires	Not Tracked	13%	Not Tracked	100%
	Retention Rate - Total	100%	90%	84%	100%
	Retention Rate - Females	100%	70%	87%	100%
	% of Employees under 35	7%	27%	36%	Not Tracked
	Average Length of Employment (years)	5.8	8.2	2.6	0.5
	% of Workforce under Collective Bargaining Agreement	0%	75%	0%	0%
<b>Health and Safety</b>	Number and Duration of Strikes	0	0	0	0
	Annual Investment in Training	Not Tracked	\$719,586	\$34,459	Not Tracked
	Total Hours Training	Not Tracked	39,713	618	Not Tracked
	Average Hours of Training/Employee	Not Tracked	56	9.6	Not Tracked

<b>Social: The Community</b>		<b>Head Office Vancouver</b>	<b>Gibraltar Mine</b>	<b>Florence Copper</b>	<b>Yellowhead</b>
<b>Commitment to Our Workforce</b>	% of Local Employees		97%	73%	Not Available
	\$ Wages Distributed Locally		\$82,692,656 CAD	\$3,379,504 USD	Not Available
	% of Wages Distributed Locally		96%	77%	Not Available
	\$ Procurement Distributed Locally		\$206,776,872 CAD	\$5,867,163 USD	Not Available
	% of Procurement Distributed Locally		41%	13%	Not Available
	% of Employees Recruited Locally		43%	93%	Not Available
	Site Tours	0	12	32	0
	Community / Industry Meetings, Presentations, and Events		29	22	37
	Career Fairs / Educational Events	2	2	16	1
	2023 Community Investment and Sponsorships		\$89,260 CAD	\$127,324 CAD	\$98,358 USD
<b>Community Engagement</b>	Total Community Investment and Sponsorships <sup>1</sup>		\$4,889,300 CAD	\$2,146,697 CAD	\$378,570 USD
	2023 Scholarships / Bursaries Granted	3			5
	Total Scholarships / Bursaries Granted		18		42

<sup>1</sup> Figures date back to 2005 for Taseko, 2008 for Gibraltar, and 2011 for Florence Copper.



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