

# Relationships with Communities

## 2023 Highlights

**\$32.7 million** in community investments

**54%** of total local employment

**53%** of total procurement spending with local suppliers

## GRI Indicators

2-16, 2-23, 2-24, 2-25, 201-1, 202-2, 203-1, 203-2, 204-1, 413-1, 413-2, G4-MM6, G4-MM7

This topic is considered material by our shareholders, employees, contractors, suppliers, regulators and society in the context of all Teck sites, contractor selection/management and supplier selection.

## How Does Teck Manage This Topic?

Information about how we manage relationships with communities, including relevant policies, management practices, systems and topic boundaries, is available for [download on our website](#).



### Performance Metrics

**Indicator** # of new significant disputes<sup>(1)</sup> at our operations

**Target** Zero new significant disputes at our operations



**Indicator** Procurement spend on local suppliers

**Target** Increase procurement spend with local suppliers, relative to total spend on procurement<sup>(2)</sup>



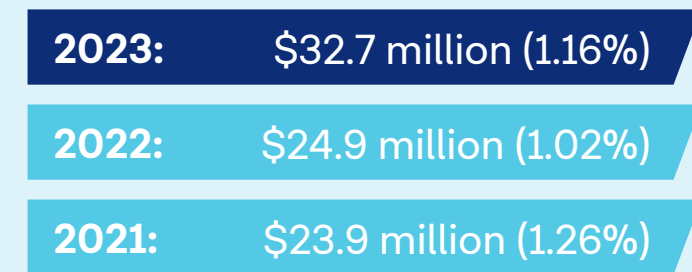
**Indicator** Average % of local employment<sup>(3)</sup> at operations

**Target** Increase % of local employment at operations, relative to total employment



**Indicator** Funds disbursed through community investment

**Target** At least 1% of our average annual earnings before tax (EBT) during the preceding five-year period



(1) See page 69 for the definition of "significant disputes".  
 (2) See page 85 for total spend on procurement.  
 (3) Estimate based on Teck's human resources reported data.

## Our Performance in Relationships with Communities in 2023

**Our Targets and Commitments** Maintaining good relationships with communities is essential to facilitating responsible mining. We do that through building trust-based relationships and focusing on practices driven by our understanding of social risk, through our commitment to address our impacts local and advance sustainable development, and through our work in human and Indigenous rights. We engage with communities to identify social, economic and environmental priorities, and to define mutually desired outcomes and measures of success. The following table summarizes our performance against our sustainability strategy and goals for relationships with communities.

Sustainability Strategy Goals	Status	Summary of Progress in 2023
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance Reconciliation efforts and improve community well-being		
<b>Goal:</b> Increase local employment and procurement opportunities by 2025 to deliver direct economic benefits to communities.	On track	At Highland Valley Copper Operations (HVC), a Contracts Working Committee reviewed opportunities for Indigenous and local companies in HVC contracting and procurement. Across Teck, 54% of our employees were from local communities, and 53% of total procurement spending was with local suppliers.
<b>Goal:</b> Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing \$100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025.	On track	Provided a total investment of \$32.7 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. In 2023, we: <ul style="list-style-type: none"> <li>· Advanced Nature Positive Community Investment initiatives, including \$10 million to support Chile's Protected Marine Areas program</li> <li>· Supported community wellness initiatives, including childcare facilities such as the new Elkford Daycare</li> <li>· Supported community clean energy initiatives such as a solar power initiative by the village of Noatak in northwest Alaska</li> </ul>

## Global and Industry Context

Mining companies are increasingly expected to create value through their interactions with communities where they operate by engaging meaningfully, upholding human rights, addressing impacts and supporting communities to realize their self-determined development goals. International Council on Mining and Metals (ICMM) member companies strive to reduce and mitigate the adverse impacts of their operations on communities and maximize value creation, including local hiring, local procurement and community investment. These efforts can help to stimulate local

economies, develop local skills and remove barriers to local development.

At Teck, we work with a strong sense of responsibility and care for the people, communities and lands where we operate, as outlined in our purpose statement and values. Our social performance policies, standards and procedures are designed to take a people-centric approach to dialogue engagement and focuses on emergent practices for collaboration and local development.

### Case Study: Protecting Species-At-Risk Habitat and Encouraging Youth Action in Schools Across Canada

Teck supports organizations across Canada that increase awareness and promote learning in STEM (science, technology, engineering and mathematics), including our partnership with Earth Rangers. Earth Rangers is a conservation group for kids committed to instilling environmental knowledge, positivity and the confidence to act. Our collaboration supports expanded opportunities to engage youth and protect Canadian wildlife. Teck sponsors the Earth Rangers School Assembly Program across communities near our operations, which brings interactive learning to youth through beloved Animal Ambassadors such as Sonic the Barn Owl and Mille the Three-Banded Armadillo. Our partnership also includes a wildlife adoptions program to raise funds for conservation work. Our latest wildlife adoption project supports the Nature Conservancy of Canada's efforts to restore and protect areas of the Kootenay River Ranch Conservation Area in B.C., with youth across Canada symbolically adopting bighorn sheep, American badgers and grizzly bears.

Read the full case study at [www.teck.com/news/stories](http://www.teck.com/news/stories).



Pictured: Earth Rangers Assembly in B.C., Canada.

## Teck's Social Performance Standard and Procedures

We implemented a new Social Performance Standard in 2023, as part of Teck's Sustainability Standards and integrated assurance program, which improves Teck's ability to efficiently meet the wide range of performance expectations and voluntary commitments.

In 2023, we provided support for our community relations practitioners, both at our offices and at our sites, and provided skills development training. This included virtual and in-person human rights training and Indigenous cultural awareness training, and dialogue training for social performance practitioners, exploration and project professionals, an ongoing program at Teck for 16 years.

This training focuses on building the skills necessary for effective dialogue and engagement with communities.

As part of implementing the Global Industry Standard on Tailings Management (GISTM), we worked to integrate our social performance and tailings management practices. This involved increased engagement with communities of interest (COIs) about our tailings storage facilities and growing our understanding of the social context in relation to each facility to inform tailings management decisions. For more information on Teck's implementation of the GISTM, see the Tailings Management chapter.

## Engagement on Actual or Potential Impacts

Guided by our Social Performance Standard, all of our operations, development projects and exploration teams engage and consult with COIs to address potential, current and emerging issues, and to maximize opportunities that provide strategic value for Teck and for communities. We also conduct socio-economic and environmental impact assessments and provide guidance on engaging with those people affected by the project to ensure biodiversity-related impacts are minimized.

In 2023, Teck recorded over 20,000 interactions with external COIs as a result of our various engagement activities, a 16% increase as compared to 2022.

Activities across the mining life cycle may result in a range of social, economic and environmental impacts. These may include impacts that are relevant to human rights or Indigenous rights. Examples of specific impacts experienced at our operations in 2023 and selected engagements undertaken are discussed in Table 33. See pages 6-7 for a list of key engagement topics with COIs identified and managed in 2023. For details on resettlement activities and related impacts, see page 69.

## Engagement on Actual or Potential Impacts (continued)

**Table 33: Selected Engagement Activities in 2023**

Actual or Potential Impacts on Communities from Our Activities (adverse or positive)	Sites and Projects	Selected Engagement Activities
Environmental/Socio-Economic: livelihoods and community health	Carmen de Andacollo Operations	Engaged with community members and government on the El Toro voluntary resettlement process, and the Mina Hermosa government-led resettlement process. Engaged with community members and local government to address concerns with respect to blasting (dust, noise and vibration). Engaged with the Andacollo community committee on annual community investments. Engaged with the Alfafares community representatives on water stewardship.
Environmental/Community: livelihoods, cultural use, water quality and community health	Elk Valley steelmaking coal operations	Engaged with community members, government agencies and Indigenous Peoples on the Fording River Extension project and the Elk Valley Water Quality Plan. Continued to engage COIs on dust management, tailings, community investment, local content and environmental stewardship.
Socio-Economic/Community/Environmental: livelihoods, cultural use, access to land and water	Highland Valley Copper Operations	Engaged with Indigenous governments and organizations (IGOs) on various topics, including the incorporation of Indigenous Knowledge and Indigenous priorities in site environmental projects and programs, employment and procurement opportunities, and cultural heritage management, potential land use alternatives for the Trojan Pond, attendance at community-organized open houses, implementation of the Global Industry Standard for Tailings Management and execution of the 2023 cultural heritage field program.  Engaged with IGOs local municipalities and the public on the HVC Mine Life Extension project and Project Application.  Hosted numerous open houses in local communities.
Socio-Economic/Community/Environmental: livelihoods, cultural use, water quality	Quebrada Blanca Operations	Engaged with local communities and Indigenous Peoples on environmental and water management, local content, community investments and biodiversity conservation initiatives.
Socio-Economic/Community/Environmental: livelihoods, cultural use and subsistence, community health, water quality	Red Dog Operations	Engaged with Indigenous Peoples and government on water quality, impact assessments, community investment, local content, tailings, activities associated with mine life extensions, and support for the relocation of the community of Kivalina.
Environmental/Community: community health, livelihoods	Trail Operations	Engaged with government, students, business owners, seniors, community members, stakeholders, visitors and customers through a range of activities including meetings, presentations, tours, special events, and surveys to gather feedback from key COIs.
Environmental/Socio-Economic/Community: livelihoods, water quality, community health	Zafranal Project	Conducted meetings, participatory environmental monitoring and guided site visits, and provided project information to stakeholders as requested.  Continued engagement on livelihood restoration with informal and small-scale miners near the project.  Awarded the Juana Rosa del Castillo scholarship to a young woman studying engineering in Arequipa.

## Engagement on Actual or Potential Impacts (continued)

**Table 33: Selected Engagement Activities in 2023 (continued)**

Actual or Potential Impacts on Communities from Our Activities (adverse or positive)	Sites and Projects	Selected Engagement Activities
Environmental/Socio-Economic/Community: cultural use, livelihoods, water quality, community health	Galore Creek Project	<p>Undergoing renewal of the 2006 Participation Agreement with Tahltan Nation.</p> <p>Continued engagement with the Tahltan Nation to ensure that Tahltan Knowledge, interests and values are incorporated into project design.</p> <p>Engaged with the Tahltan Central Government and relevant government agencies to advance amendments to approvals to continue to develop access roads.</p> <p>Focused in-community engagement on educating Tahltan youth about the resource sector in Tahltan Territory.</p> <p>Awarded academic and technical studies bursaries as part of the Galore Creek – Tahltan Bursary Program and awarded the Ann M. Ball bursary to a young Tahltan student pursuing a Bachelor of Science degree in Biology.</p>
Environmental/Socio-Economic/Community: livelihoods, water quality, community health	San Nicolás Project	<p>Conducted ongoing engagement with government and communities on the completion of the joint venture with Agnico Eagle.</p> <p>Conducted consultation on Environmental Impact Statement results and responded to key topics and concerns raised by the community: responsible mining, water quality, air quality, livelihoods and biodiversity.</p> <p>Advanced access and quality improvement actions through periodic roundtables with strategic water organizations within the area of influence in the municipality of Villa González Ortega.</p>
Environmental/Community: livelihoods, water quality, community health	NewRange Copper Nickel Project	<p>Engaged with local stakeholders, communities and tribes, including the Fond du Lac Reservation Business Council, the Bois Forte Band of Chippewa’s Tribal Council, and tribal leaders from Grand Portage Band, Fond du Lac Band, Bois Forte Band and Lower Sioux Indian Community in Washington, DC.</p> <p>Progressed local engagement with mayors on project advancements and community investment, and with federal regulators on permitting.</p>
Environmental/Community: cultural use, livelihoods	Schaft Creek Project	<p>Engaged with the Tahltan Central Government to support the 2023 field season for geological drilling and environmental data collection. Continued frequent communication with Tahltan Lands Director on exploration plans and permitting.</p>
Socio-Economic/Community/ Environmental: livelihoods, cultural use and subsistence, community health, water quality	Red Dog AAEP	<p>Focused major engagement activities with the Kivalina and Noatak communities, including monthly exploration agreement negotiation meetings with the Tribal government of Kivalina.</p> <p>Completed regular engagement with NANA on the Anarraaq and Aktigiruuq Exploration Program (AAEP) and annual village visits to each community in the NANA region.</p>

## Engagement on Actual or Potential Impacts (continued)

**Table 33: Selected Engagement Activities in 2023 (continued)**

Actual or Potential Impacts on Communities from Our Activities (adverse or positive)	Sites and Projects	Selected Engagement Activities
Socio-Economic/Community: cultural use, livelihoods	NuevaUnión	Developed a community investment plan for the Relincho sector. Donated recycled IT equipment to functional organizations that promote inclusion within the Huasco Province. Provided training on Office suite tool to students in Vallenar.
Socio-Economic/Community: livelihoods, cultural use, access to land and water	HVC Mine Life Extension Project	Engaged with IGOs, local governments, the B.C. EAO's Technical Advisory Committee (TAC) and the public on environmental assessment and permitting well as site visits, open houses and technical working sessions, among others.

## Feedback, Grievances and Disputes

All of our operations, major projects and most of our exploration projects have implemented feedback mechanisms, which help us to understand our impacts on communities and take steps to address them. Feedback received is recorded and categorized as i) a neutral request, ii) positive feedback or iii) negative feedback, and is discerned from regular interactions with community members, in that the feedback specifically makes a request or seeks a response from a site. Negative feedback or grievances are often specific issues of concern to community members, which require a response and potential further action from the company.

### Feedback

Receiving feedback from communities demonstrates that there is a good level of trust in our community response mechanisms and allows us to directly respond to concerns. Feedback levels will vary from year to year for several reasons, including the level of permitting or project activity. As our sites improve their use of community response mechanisms, we may see an increase in the overall amount of feedback received.

Negative feedback/grievances include instances where COIs have specifically communicated dissatisfaction or discontent with Teck's actions or activities. This may include claims of adverse impacts, failure to meet obligations or expectations, or lack of fair treatment or process. Teck uses a risk management consequence matrix from Level 1 to 5 (with 5 being the most severe) to determine grievance severity, which includes environmental, safety, community, reputational, legal and financial aspects. Teck's practice is that all feedback, positive or negative, is acknowledged and assessed and a response is given, with the goal of providing a satisfactory reply or resolution in a timely manner. For the purposes of reporting, grievances assessed at Level 3 and above are disclosed as significant. In 2023, of the total feedback received, 362 items were considered significant grievances.

All of Teck's operations have feedback mechanisms that include a set response time for acknowledging the feedback and working to resolve feedback — each site has their own response time, based on their context. As adopters of the UN Guiding Principles (UNGPs), Teck demonstrates our corporate commitment to remedy issues through effective implementation of site-based community response

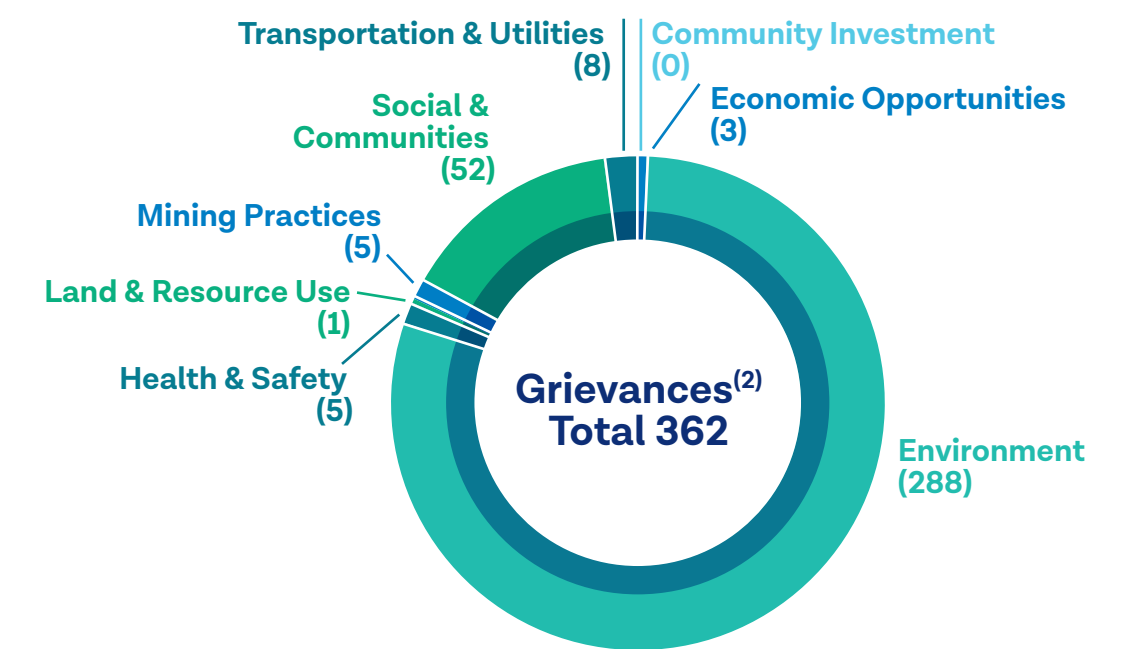
mechanisms. In line with the UNGPs, Teck prohibits retaliation against individuals who submit grievances to the company and has received no reported incidences of retaliation. In 2023, three of our mining operations completed a self-assessment of their community response mechanisms against the UNGP effectiveness criteria. Results were used to guide continual improvements in our community response mechanisms.

While the specific conditions and circumstances of individual grievances may vary, Teck monitors grievance trends at sites to inform our response to reported impacts and inform our engagement and management strategies.

Carmen de Andacollo (CdA) continued to receive a high volume of complaints regarding noise, vibration and air quality associated with blasting and other operational activity. As a result, CdA has taken several steps to address concerns and began implementing an integrated action plan for noise management. Within the operation, different technologies and equipment optimization exercises were piloted that aim to reduce noise levels at the source. An enhanced noise monitoring network was developed and

included establishing a noise monitoring station in the most affected residential area; this station allows community members to access noise monitoring data online.

**Figure 27: 2023 Significant Grievances Received by Category<sup>(1)</sup>**



(1) Our feedback system allows for multiple labels to be assigned to each grievance/feedback. For the purposes of this diagram, we have chosen the primary label assigned by our community relations practitioners.  
 (2) For reporting purposes, all grievances assessed at Level 3 and above based on our risk management consequence matrix are disclosed.

## Feedback, Grievances and Disputes (continued)

### Disputes

Disputes represent issues that are longer term (greater than two years) between the company and the potentially impacted community, and that are related to land use, customary and other rights of communities and Indigenous Peoples. Teck uses a risk management consequence matrix (from Level 1 to 5, with 5 being highest) to determine severity, which includes environmental, safety, community, reputational, legal and financial aspects. “Significant disputes” are assessed as Level 4 or 5 severity.<sup>36</sup>

### New Significant Disputes

In 2023, Teck sites experienced no new significant disputes.

**Table 34: New Significant Disputes<sup>(1)</sup>**

	2023	2022	2021	2020
# of new significant disputes	0	1	1	1

(1) Total number of new significant disputes arising during the yearly reporting period and relating to land use, customary and other rights of local communities and Indigenous Peoples at Teck sites.

### Ongoing Significant Disputes

We are also actively working to address two ongoing disputes:

Red Dog is working with residents and officials of the Iñupiat community of Kivalina to address historical and ongoing concerns related to impacts of the operation on subsistence activities such as fishing and hunting. In 2023, the Siñgagmiut Working Group (SWG) continued to be a key mechanism for collaboration. The SWG was established in 2017 as a forum to address concerns related to subsistence/traditional food. Teck is funding a co-designed

comprehensive human health study and a Traditional Land Use Study to respond to ongoing concerns.

Our steelmaking coal operations are working with the Ktunaxa Nation Council (KNC) to address ongoing concerns regarding water quality, land disturbance, and related environmental and cultural effects. In 2022, the KNC made a formal request for a suspension of coal mine environmental assessments in a region within the Ktunaxa territory. Subsequently, the KNC entered a dispute resolution process with the British Columbia Environmental Assessment Office regarding whether the FRX project could move into the impact assessment. Following the recommendations of that dispute resolution process, in 2023, Teck and the KNC re-established regular dialogue on key issues. Teck also re-engaged with Ktunaxa Member Nations through various initiatives and site visits. See our Water Stewardship: Managing Water Quality in the Elk Valley section on page 40 for more information on our approach to water quality and compliance, and on the progress we have made in the Elk Valley.

### Community Incidents

We use a community incident reporting system to ensure we capture and respond to all community incidents in addition to concerns raised through our feedback mechanisms. An incident is an event or occurrence where individuals or groups may cite real or perceived breaches of law or company policy and/or real or perceived impacts on human rights, livelihoods, the rights of Indigenous Peoples and/or community health and safety. These events may result in actions taken by communities that have the potential for financial, legal, relationship and reputational consequences to the company.

Teck uses a risk management consequence matrix (from Level 1 to 5, with 5 being highest) to determine severity of incidents. “Significant incidents” are assessed as Level 4 or

5 severity. Teck reported one community incident deemed significant (Level 4) during the 2023 reporting year:

At Carmen de Andacollo, a small group of local residents blocked the main entrance to the operations following three scheduled blasts conducted by the operations. The residents presented complaints related to the noise, vibration and overall disturbance associated with the blasts, and concerns about the effects on the health of impacted residents. A corrective action plan developed in consultation with residents was implemented and completed.

### Resettlement Activities and Related Impacts

Although Teck’s requirement for resettlement has been minimal, we recognize that it is a complex process, requiring thoughtful consideration and management. When it is necessary, Teck conducts resettlement in compliance with accepted international standards.

While no involuntary resettlements took place at any of our sites or operations in 2023, a voluntary resettlement process continued at Carmen de Andacollo Operations. The El Toro community is located in very close proximity to Carmen de Andacollo Operations, and resettlement was identified as a means to address the adverse impacts of operations on residents. The El Toro Resettlement Action Plan was prepared in alignment with the International Finance Corporation Performance Standard 5 – Land Acquisition and Involuntary Resettlement and was based on in-depth engagement with families and with the municipal government. During 2023, voluntary resettlement agreements were signed with the 29 resident families and one of two businesses from the El Toro community. As of the end of 2023, the first 14 families have moved into their new homes.

Carmen de Andacollo is also voluntarily supporting the government-led resettlement of Mina Hermosa, a community located in a historical tailings area. To advance this process, a Teck-owned property will be donated for the housing development. Carmen de Andacollo retained a third party to identify a potential suitable location for relocation and to design a subdivision plan, including the review of options for basic services and infrastructure. The Carmen de Andacollo team engaged with the Mina Hermosa Neighborhood Assembly throughout this process.

<sup>36</sup>In 2021, the definition of “significant dispute” was refined to match severity thresholds for HSEC incident reporting (assessed as Level 4 or 5 and greater than two years). Accordingly, the results may not be comparable to previous years’ reporting.

## Economic Value Generated and Distributed

We contribute to the wealth and prosperity of the countries, regions and communities where we operate by generating economic value that includes tax and royalty payments, local hiring and procurement, and community investments. We work to improve efficiency of our activities and reduce our operating costs to maximize the economic value generated.

In 2023, 54% of our employees were from local communities, and 53% of our total procurement was with local suppliers.

As part of our annual community investment contribution, we provided \$32.7 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes.

In 2023, we had a profit attributable to shareholders of \$2.4 billion or \$4.65 per share. This compares with a profit attributable to shareholders of \$3.3 billion or \$6.30 per share in 2022. See our [2023 Annual Report](#) for more detailed information on our financial performance.

**Table 35: 2022 Breakdown of Economic Value Generated and Distributed (millions)**

	Economic Value Generated Revenues <sup>(1)</sup>	Economic Value Distributed							Economic Value Retained	
		Payment to Suppliers <sup>(2)</sup>		Employee Wages and Benefits <sup>(3)</sup>		Payments to Providers of Capital <sup>(4)</sup>	Income and Resource Taxes <sup>(5)</sup>	Community Investments <sup>(6)</sup>		Total
		Operating Costs	Capital Expenditures	Operating Costs	Capital Expenditures					
Canada	\$ 11,613	\$ 5,888	\$ 1,034	\$ 1,547	\$ 17	\$ 938	\$ 765	\$ 19	\$ 10,208	\$ 1,405
U.S.	1,602	950	180	180	1	9	115	2	1,437	165
Chile	1,001	949	3,219	256	19	487	13	10	4,953	(3,952)
Peru	1,338	419	171	140	2	21	95	-	848	490
Other	-	5	35	8	-	-	2	1	51	(51)
Inter-segment elimination <sup>(2)</sup>	(543)	(543)	-	-	-	-	-	-	(543)	-
<b>Total</b>	<b>\$ 15,011</b>	<b>\$ 7,668</b>	<b>\$ 4,639</b>	<b>\$ 2,131</b>	<b>\$ 39</b>	<b>\$ 1,455</b>	<b>\$ 990</b>	<b>\$ 33</b>	<b>\$ 16,955</b>	<b>(\$1,944)</b>

(1) Revenues are presented based on an accrual basis. Internal cross-border sales are eliminated as shown.

(2) Operating costs include operating expenses at our mining and processing operations and our general and administration, exploration and research and development expenses and costs relating to production stripping. Operating costs exclude depreciation, employee wages and benefits, and change in inventory, which are specified separately. Capital expenditures are payments for purchases of property, plant and equipment, excluding the component relating to capitalized wages and benefits, which is specified separately. Deferred stripping is included in operating costs and not capital expenditure.

(3) Wages and Benefits reflect total amounts paid to employees relating to wages and benefits, including payroll taxes.

(4) Payments to providers of capital include dividends paid to shareholders, interest paid to debtholders, and payments for share repurchases less issuance of shares.

(5) Income and resource taxes include amounts paid in the year.

(6) Community investments include voluntary donations paid during the year. Figures have been rounded to the nearest million.

## Local Hiring and Procurement

We track the number of local employees and the value of local procurement, as shown in Tables 36 and 37. Local procurement is influenced primarily by the extent of site-level construction and maintenance activity, and by the availability of suitable suppliers in the local area. We continue to focus on hiring people locally, as it helps to share the economic benefits of our industry with the communities in which we operate.

In 2023, local employees made up 54% of our operational workforce and 43% of operational senior management roles.

**Table 36: Local Employment in 2023<sup>(1),(3)</sup>**

Operation	Local Employees	Senior Management Roles Filled by Locals
Carmen de Andacollo	332	0
Elkview	626	31
Fording River	1,247	30
Greenhills	460	24
Highland Valley Copper	1,365	22
Line Creek	431	18
Quebrada Blanca	573	5
Red Dog	538	10
Trail	1,570	17
<b>Total</b>	<b>7,142</b>	<b>157</b>

**Table 37: Percentage of Total Spend with Local Suppliers<sup>(1),(2)</sup>**

Operations	2023	2022	2021	2020
Carmen de Andacollo	<b>21%</b>	14%	14%	18%
Steelmaking Coal Operations in the Elk Valley	<b>68%</b>	62%	54%	46%
Highland Valley Copper	<b>61%</b>	66%	31%	42%
Quebrada Blanca	<b>13%</b>	17%	8%	20%
Red Dog	<b>68%</b>	70%	68%	66%
Trail Operations	<b>28%</b>	38%	35%	47%
<b>Total</b>	<b>53%</b>	48%	29%	24%

(1) "Local" is generally defined as persons or groups of persons living and/or working in any areas that are economically, socially or environmentally impacted (positively or negatively) by an organization's operations. The community can range from persons living adjacent to operations to isolated settlements at a distance from operations, but where individuals are still likely to be affected by operations. Local employees and suppliers are defined as those based in the host province (Canada), state (U.S.) or region (Chile). The operations whose areas of influence (AOI) include out-of-province/out-of-state communities are included in the definition of "local".

(2) For 2021 and 2020, data is not directly comparable between operations, as there were differences in how we defined "local" and how we tracked data for each operation.

(3) Senior management is defined as employees at bands 10 or higher.



## Community Investment

In 2023, our community investment expenditures were \$32.7 million in total, well above the target of 1% of our earnings before taxes on a five-year rolling average basis.

In 2023, we invested across our four areas of focus: nature and climate, community wellness, Indigenous Peoples and communities, and education and equity. This included expanding Indigenous-focused investments that support education, social improvements and economic development for the Indigenous Peoples upon whose territories we operate, including investments across our operations to support

economic development for Indigenous Peoples, such as the UN Women Originarias programme and Indspire scholarships (see the Relationship with Indigenous Peoples chapter).

We also supported conservation in alignment with our nature positive commitment, including the Nature Conservancy of Canada for conservation and protection of inland temperate rainforest in B.C., and the Chilean Nature Fund to support Chile’s Protected Marine Areas program.

Information on our community investment reporting framework is available on [our website](#).

**Table 38: Community Investment by Site<sup>(1)</sup>**

Operations	2023	2022	2021	2020
Corporate Offices and Projects <sup>(2)</sup>	\$ 20,992,000	\$ 15,601,000	\$ 17,725,000	\$ 11,784,000
Carmen de Andacollo	\$ 2,300,000	\$ 2,054,000	\$ 2,136,000	\$ 2,110,000
Steelmaking Coal Operations <sup>(3)</sup>	\$ 3,501,000	\$ 3,923,000	\$ 1,170,000	\$ 1,421,000
Highland Valley Copper	\$ 520,000	\$ 509,000	\$ 515,000	\$ 650,000
Pend Oreille	\$ 27,000	\$ 33,000	\$ 35,000	\$ 58,000
Quebrada Blanca	\$ 2,937,000	\$ 973,000	\$ 960,000	\$ 988,000
Red Dog	\$ 1,886,000	\$ 1,260,000	\$ 900,000	\$ 996,000
Trail	\$ 344,000	\$ 333,000	\$ 400,000	\$ 845,000
Exploration <sup>(4)</sup>	\$ 203,000	\$ 196,000	\$ 100,000	\$ 201,000
<b>Total</b>	<b>\$ 32,710,000</b>	<b>\$ 24,882,000</b>	<b>\$ 23,941,000</b>	<b>\$ 19,053,000</b>

(1) The numbers represent Teck’s portion of ownership (Carmen de Andacollo 90%, Quebrada Blanca 60%, Zafranal 80%, NewRange Copper Nickel 50%, NuevaUnión 50%, San Nicolás 50% and Galore Creek 50%).

(2) Includes London, Calgary, Santiago, Spokane, Toronto, China, Richmond and Vancouver offices as well as resource development projects (Galore Creek, Zafranal, San Nicolás, NewRange Copper Nickel, NuevaUnión and Schaft Creek and all legacy sites. It also includes company-wide donations under the Team Teck Community Giving employee donation matching program.

(3) Steelmaking coal operations include Elkview, Greenhills, Fording River and Line Creek operations.

(4) Teck has a global exploration presence. See [our website](#) for details.

### Case Study: Empowering Female Business Owners Through Education and Community

For over 10 years, Teck has supported the Forum, a Canadian charity that supports, educates and connects women entrepreneurs across Canada. Their foundational program, E-Series, brings together women entrepreneurs for a six-day transformative educational program and ongoing one-to-one mentorship. In 2020, Teck increased its support by establishing grants for The Forum that cover full tuition costs, allowing women in B.C. and Alaska to participate in the program at zero cost. Their

participation, made possible by Teck, helps to revolutionize their entrepreneurial journey and amplify business opportunities.

To date, 149 Teck grant recipients from the areas we operate have been able to take part and work strategically on their businesses and on themselves as leaders.

Read the full case study at [www.teck.com/news/stories](http://www.teck.com/news/stories).

### Team Teck

The Team Teck Community Giving program offers our employees the opportunity to amplify their donations to causes that they care about through donation matching from Teck. In 2023, employees across Teck supported their communities across several organizations, with a particular commitment to supporting emergency response initiatives related to the earthquake in Türkiye and Syria; extreme

weather impacts in B.C., the U.S. and other areas of the world; conquering cancer; and the MMIWG2S (Missing and Murdered Indigenous Women, Girls and Two Spirit) movement. This includes the Canadian Red Cross, BC Cancer Foundation, Canadian Cancer Society and Aboriginal Mother Centre Society, with a total of \$215,000 provided by Teck in matching funding.

### Industry Collaboration

We work with various local, national and international organizations and programs to support improvements in best practices for social management and responsibility across the industry, such as the ICMM, the Mining Association of Canada (MAC), The Copper Mark and the Prospectors & Developers Association of Canada (PDAC).

In 2023, Teck was an active participant in MAC’s International Social Responsibility Committee and MAC Indigenous Relations Committee, ICMM’s Skills Initiative Working Group and ICMM Indigenous Peoples Working Group, and the Canadian Chamber of Commerce Indigenous Affairs Policy Committee.