

Our Approach to Business and Sustainability

Which Teck sites does this document apply to?

This document summarizes our approach to business and sustainability. This document applies to all Teck-controlled sites and projects, inclusive of contractor activities. This does not include operations in which Teck has/had an ownership interest but is not the principal operator.

Business and sustainability performance information: See our **Annual Sustainability Report**, available for download on our website.



Greenhills Operations, Canada, 2019.

Background

Teck's purpose is to provide essential resources the world is counting on to make life better while caring for the people, communities and land that we love. In line with this purpose, our strategy is focused on accelerating growth in copper, maximizing cash flows from operations to fund copper growth, strengthening our existing high-quality assets through our multiple technology and innovation programs, applying discipline in capital allocation and being a leader in sustainability. This strategy will ensure we are well positioned for changes in demand for mining commodities driven by the low-carbon transition.

The success of our business depends on our ability to create value in a way that meets the needs of the company, our shareholders, communities and other stakeholders, while accounting for the broader

environmental, social and economic context in which Teck operates. This requires us to understand the evolving global environment and to take an integrated approach to identifying and managing sustainability risks and opportunities. Successfully managing this can allow us to create value in a sustainable and beneficial way.

As represented below, our operations affect and are affected by communities, economies and environments. Each operation has three major phases: exploration and project development, operation (mining and processing, sales and transportation), and closure and reclamation. Sustainability is foundational throughout the phases of the mining life cycle. Strong sustainability practices are an essential part of reducing risk, lowering costs, recruiting talented people, increasing access to opportunity and building long-term shareholder value.

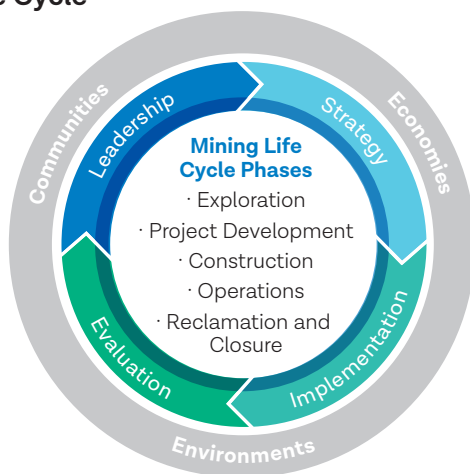
Sustainability During the Mining Life Cycle

Leadership:

Our Board of Directors, senior management and General Managers set the direction for our approach to business and sustainability.

Evaluation:

The context in which we operate is constantly changing. We evaluate and respond to these changes and update activities accordingly.



Strategy:

Our path forward, including our goals, objectives and commitments, is articulated in company-wide strategies, charters and policies.

Implementation:

Sustainability is operationalized across our business through the implementation of our strategy, management standards, governance and audits.

Board and Executive Leadership in Sustainability

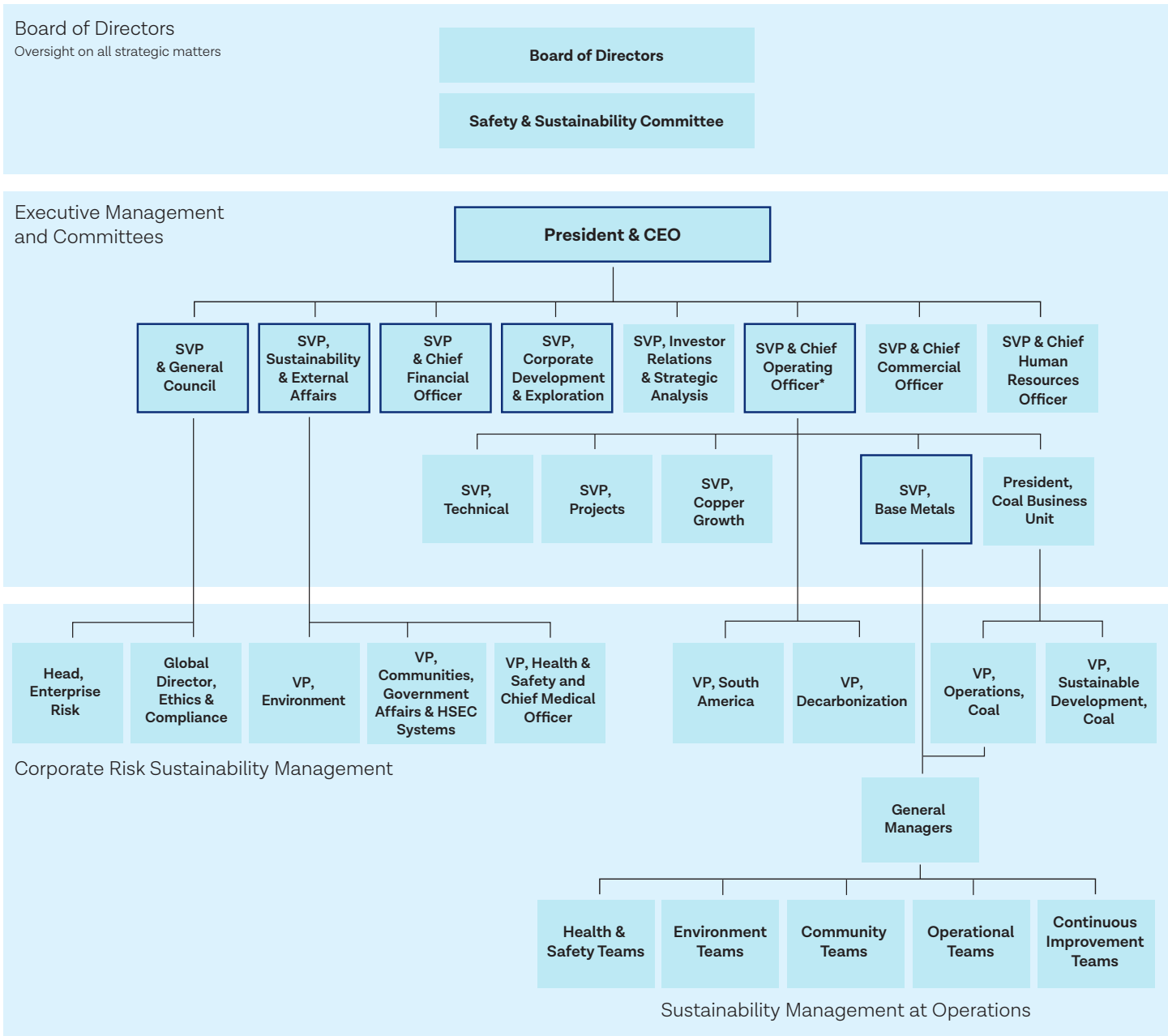
Our Board of Directors is responsible for the stewardship of our company and ensures that appropriate corporate governance structures and systems are in place. Our key governance practices are overseen by the Corporate Governance and Nominating Committee of the Board and are described in detail in our [Management Proxy Circular](#).

The Safety and Sustainability Committee of the Board supports the Board in overseeing health, safety and sustainability policies, systems, performance and auditing. The Safety and Sustainability Committee also reviews and recommends the annual Sustainability Report and other relevant reports to the Board for approval.

The Board works to enhance its understanding of sustainability topics at regular meetings, strategy sessions and site visits. The Chair of the Safety and Sustainability Committee reports to the full Board of Directors quarterly. The Board also participates in special presentations on a variety of topics, which may include human rights, climate change, cultural heritage management, tailings management, water quality management, workplace hazard recognition, engagement with communities and with Indigenous Peoples, cybersecurity, public policy and government regulations.

In addition to a corporate response mechanism, response mechanisms have been implemented at 100% of our operations and significant projects. Issues or new risks identified through response mechanisms are brought to the attention of the Safety and Sustainability Committee.

Sustainability Governance Structure



HSEC Risk Management Committee Member *This role is currently vacant

Feedback is rated on a scale of seriousness, and critical concerns are flagged. For more details on response mechanisms, see [Our Approach to Relationships with Communities](#) and [Our Approach to Business Conduct](#).

Board Diversity, Qualifications and Expertise

The Board has adopted a Board Diversity Policy that recognizes that having directors from diverse backgrounds and with different experiences benefits the company by enabling the Board to consider issues from a variety of perspectives. The policy includes a goal of having no one gender comprise more than 70% of directors. When assessing potential candidates for nomination to the Board, in addition to considering their business skills, qualifications and career history, the Board considers a candidate's self-identified gender, membership in a visible minority, Indigenous heritage, and disability.

The Corporate Governance & Nominating Committee conducts an annual Board, committee and peer effectiveness review. On a biannual basis, the review is generally conducted or facilitated by an independent third party. Results of the annual review are shared with the full Board and individual directors, with respect to feedback on their performance. See our [Management Proxy Circular](#) for further information.

Executive Sustainability Management Committees

As shown in the Sustainability Governance Structure figure, members of the executive management team comprise the Health, Safety, Environment and Community (HSEC) Risk Management Committee, which is responsible for overseeing Teck's sustainability strategy and performance. Our Senior Vice President, Sustainability and External Affairs reports directly to our President and Chief Executive Officer (CEO) and is the main senior executive responsible for the areas of sustainability, health and safety, environment, community relations and Indigenous relations, among others.

Our senior management team is responsible for implementing our sustainability strategy, including goal development and progress against our goals. We also have a dedicated corporate team of approximately 100 Teck employees whose primary job responsibilities are focused on providing oversight of our collective efforts on environmental, social and community issues. General Managers are accountable for implementing Teck's internal sustainability-related standards (Sustainability Standards) and external membership and voluntary requirements at their operation, for conformance with and certification under the International Organization for Standardization ISO 14001 standard where applicable, and for continual progress towards annual sustainability targets, including our sustainability goals. Each General Manager reports to either a Vice President or the Senior Vice President of their respective business unit.

Compensation

Our compensation program for employees is linked to health, safety, social and environmental performance through individual, department and company-wide objectives. Hundreds of employees across our operations are engaged in implementing specific projects and practices related to our goals. All employees are engaged in our sustainability strategy, through internal communications and day-to-day activities, to help us achieve our goals.

Short-term incentive compensation is performance-based and includes several sustainability performance indicators. This bonus compensation structure is based on objectives outlined through three components: corporate, business unit and personal. Across the three components, objectives related to sustainability performance, which may include health and safety, water stewardship, climate change, communities, Indigenous Peoples, human rights, tailings and waste management, affect approximately 10%–20% of the bonus as a whole. The business unit component for operations has three metrics: production (33.3%), cost (33.3%) and sustainability (33.3%) of the specific operation. In 2023, areas of focus for our operations included:

- Completing site-specific activities based on annual rehabilitation targets
- Managing key social and environmental risks, including implementation of and effectiveness review of controls
- Managing environmental incidents and spills, including follow-up on investigations and corrective actions

To strengthen the link between executive compensation and our sustainability performance, a new sustainability progress index was developed in 2022 for use in the performance share unit component of the long-term incentive program, which applies to Teck's CEO and senior officers. The sustainability progress index measures Teck's progress against specific goals in five key areas that align strongly with Teck's overall corporate strategy: climate change; biodiversity and closure; tailings facilities management; equity, diversity and inclusion (EDI); and performance on environmental, social and governance (ESG) ratings and rankings. Two of these metrics—EDI and climate change—also align with performance indicators included in our current sustainability-linked loan facility. The sustainability progress index comprises a 20% performance factor for performance-linked long-term incentive grants.

See more on individual performance related to these metrics in Teck's annual [Management Proxy Circular](#).

Sustainability Strategy and Commitments

Our sustainability strategy was officially established in 2010 when we created short-term goals for 2015 and long-term goals for 2030 in six focus areas: Ecosystems and Biodiversity, Energy and Climate Change, Community, Water, Materials Stewardship, and Our People.

As priorities for stakeholders, Indigenous Peoples, and investors continue to evolve, we constantly evaluate our sustainability goals and strategy. We want our strategy to continue to position Teck as a leader in sustainability, to reduce long-term costs associated with major risks and to build shareholder value.

With that in mind, we undertook a broad engagement program in 2019 across the organization and with external stakeholders to identify and prioritize global trends and issues to set a new sustainability strategy. A total of 24 topics were identified during these engagements, which were then prioritized based on three lenses:

1. Key issues identified internally by employees
2. Key issues for investors and other communities of interest
3. Key issues for industry leadership

Applying the three lenses for prioritization resulted in eight strategic themes: Health and Safety, Climate Change, Responsible Production, Our People, Water, Tailings Management, Communities and Indigenous Peoples, and Biodiversity and Closure. In 2020, the Board of Directors approved new sustainability goals aligned to the identified strategic themes, which renewed and strengthened our existing commitments, set targets in new focus areas and set out our long-term strategic priorities. See more in the [Sustainability Strategy](#) section of our website.

Our sustainability strategy is integrated into decision-making by embedding it into management standards, into remuneration and into corporate, site and employee annual plans and objectives. To align priorities at all levels of the company, our corporate, site and employee objective-setting and evaluation processes are updated to reflect the broader performance objectives set out in our strategy. Throughout the year, our senior management team and the Safety and Sustainability Committee of the Board review performance against our sustainability strategy and approve future actions.

Internal Commitments

The sustainability strategy is supported by our company-wide commitments as outlined in Teck's topic-specific policy documents:

- **Anti-Bribery and Corruption Compliance Policy and Interpretation Guide:** Supplements our Code of Ethics and reinforces our commitment to work against corruption in all its forms
- **Climate Change Policy:** Our commitment to taking climate action, including reducing our own emissions, adapting to physical impacts and advocating for global action to limit global warming to 1.5°C
- **Code of Sustainable Conduct:** Our commitment to sustainable development, focusing on aspects such as community and environmental performance, which is applicable to all employees and contractors
- **Code of Ethics:** Our dedication to upholding high moral and ethical standards, specifying basic business conduct and behaviour

- **Equity, Diversity and Inclusion Policy:** Our commitment to supporting an equitable, diverse and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect
- **Health and Safety Policy:** Our commitment to providing leadership and resources for entrenching the core value of safety
- **Human Rights Policy:** Our commitment to respecting the rights of our employees, the communities in which we operate, and others affected by our activities
- **Indigenous Peoples Policy:** Our commitment to respecting the rights, cultures, interests, and aspirations of Indigenous Peoples
- **Political Contributions Policy:** Our commitment to zero direct political donations
- **Respectful Workplace Policy:** Our commitment to creating a safe, inclusive and healthy workplace in which every person is treated with dignity and respect
- **Tailings Management Policy:** Our commitment to the safe and environmentally responsible management of tailings facilities throughout the mining life cycle to minimize harm to the environment, and to protect the health and safety of our people and surrounding communities of interest.
- **Tax Policy:** Our commitment to being transparent, cooperative, compliant and ethical in all tax matters
- **Water Policy:** Our commitment to protecting water and the life it sustains by being an industry leader in water stewardship

Our policies and other commitments such as our sustainability strategy and goals are communicated to employees and contractors through internal announcements, intranet newsletters, onboarding activities and other training. Our commitments are communicated to communities of interest (COIs) such as local communities, governments, regulatory bodies, industry associations and strategic partners as part of regular engagement, including one-on-one meetings and updates, as well as by participating in industry and multi-stakeholder committees.

All Teck contractors and suppliers are required to follow our [Expectations for Suppliers and Contractors](#), which supplement the requirements, guidelines and standards of conduct described in Teck's other internal and external policies. The expectations apply to contractors and suppliers and all their parent, subsidiary and affiliated companies, and their respective employees, contractors and agents. That document includes our requirement that contractors and suppliers address issues relating to ethics, health and safety, environmental stewardship and human rights, including numerous labour requirements. In addition, the expectations outline requirements on fair working conditions, non-discrimination, and the abolition of child labour and forced labour. These expectations are broadly communicated to all our suppliers and contractors and are included in our contracts in order to uphold these moral and ethical principles.

External Commitments

We take into consideration voluntary external standards and best practices in our governance of sustainability. Through our membership and involvement with several external organizations, we contribute to and engage with others on the development of best practice in sustainability. Some of the key memberships that help to drive our performance and management of sustainability are:

- **International Council on Mining and Metals (ICMM):** A global industry association that represents leading international mining and metals companies who are required to implement the ICMM Principles, the Position Statements and the Performance Expectations, which include criteria for stakeholder engagement, including the production of an externally verified sustainability report.
- **Mining Association of Canada (MAC)—Towards Sustainable Mining (TSM):** A Canadian industry association that promotes the development of the country's mining and mineral processing industry, works with governments on policies applicable to the sector, and promotes the value that mining brings to the economy and daily life of Canadians while operating responsibly using the Towards Sustainable Mining Protocols.
- **The Copper Mark:** A multi-metals assurance framework developed by the International Copper Association to promote responsible practices and to demonstrate the contribution of the transition minerals industry to the United Nations Sustainable Development Goals.
- **United Nations Global Compact (UNGC):** Provides a framework for businesses committed to aligning their operations and strategies with 10 principles spanning human rights, labour, the environment and anti-corruption.
- **International Copper Association (ICA):** Brings together the global copper industry to develop and defend markets for copper and to make a positive contribution to society's sustainable development goals.
- **International Zinc Association (IZA):** A non-profit organization that promotes the role that zinc plays in product applications, human health and crop nutrition; we participate in IZA's programs that have a strategic focus in the areas of environment and sustainable development, technology and market development, and communications.
- **Extractive Industries Transparency Initiative (EITI):** Aims to strengthen governance by improving transparency and accountability in the extractives sector. The only EITI-implementing country where we currently have operations is Peru, and payments from the Antamina mine in that country to government are publicly disclosed in accordance with EITI standards. We engage in EITI through our ICMM partnership.

A full list of Teck's [memberships, partnerships and external commitments](#) related to sustainability is available on our website, and updates on our work in this area can be found in the material topic chapters of our annual Sustainability Report.

United Nations Sustainable Development Goals (SDGs)

As a member of the UN Global Compact, Teck is committed to advancing the UN's sustainable agenda, which since 2015 has included the [UN SDGs](#). We submit a Communication on Progress to the UNGC every year to articulate how Teck is contributing to progress on the goals through our initiatives and activities.

While we recognize that the mining industry has an opportunity to positively contribute to all 17 of the SDGs, Teck's sustainability strategy is most strongly aligned to the following goals:



Our [Reporting Index](#) details specific alignments between our sustainability strategy goals and the SDGs and provides references to more information on our management approach and how Teck is advancing these goals.

Through Teck's Community Investment Program, we invest in organizations and initiatives that create shared value, support sustainable development and focus on shared strategic outcomes that help advance the achievement of the UN Sustainable Development Goals. For more details on Teck's Community Investment Program, see [Our Approach to Relationships with Communities](#) and the [Community Investment](#) page on our website.

Sustainability Integration

Our approach to integrating sustainability across our business starts with embedding it in our business planning and our objective-setting processes, which are conducted annually. For example, risks and opportunities related to health and safety, environmental management, and relationships with Indigenous Peoples and local communities are reflected in the long-term plans for each business unit and operation. Sustainability is also linked to our compensation programs, as highlighted in the Compensation section on page 3.



Cardinal River Operations, Canada, 2013.

Integrated Risk Management

Teck's risk management framework aligns with industry best practices for effective risk management, and follows general guidelines set out in the ISO 31000 risk management standard. The framework, owned by Teck's Enterprise Risk team, supports the integration of risk management into operations, projects and functions of the organization, including business planning, decision making and performance management, in support of the achievement of business objectives. The standard sets out minimum mandatory requirements relating to the application of Teck's Risk Management Process.

Our dedicated Enterprise Risk team governs and provides oversight on Teck's risk management framework. Identified by the executive leadership team, Risk Business Partners for each functional area and operational site are responsible for facilitating the application of the risk management process, including identifying and assessing risks on a biannual basis, supporting their department with risk related activities, and assisting with building a risk-based culture. Risk Owners are assigned to material risks, to ensure the risk process is applied and Control Owners are assigned for each critical control.

Teck's Enterprise Risk team supplements the risk management process by facilitating a top-down risk identification and risk assessment with the executive leadership team and Board of Directors. In addition, they work collaboratively with the Assurance and Advisory team who completes risk-based audits throughout the organization. The Head of Risk reports on risks quarterly to

the executive leadership team and at least biannually to the Board of Directors.

Teck applies the Risk Management Process biannually for each functional area and operational site to identify new risks and review existing ones. The process consists of five steps: risk identification, risk assessment, risk treatment, risk monitoring and risk communication. We employ a top-down and bottom-up approach to identify and assess risks. Principal Risks, which represent the top risks to Teck, are reviewed and approved by the accountable senior leader and Board of Directors.

Teck developed and provided comprehensive training to relevant risk leaders in early 2024 to ensure conformance to the Risk Management Standard. The training will be provided widely later in 2024 throughout Teck.

Our Risk Management Policy affirms our commitment to fostering a risk-aware culture and risk-informed decision-making to support the achievement of our business objectives. Teck's objective for sustainability is to work within the social, economic and environmental contexts in a way that ensures positive outcomes for our business and our stakeholders in the short and long term. Our process for integrating risk management throughout the business includes identifying, assessing, evaluating and addressing economic, social and environmental risks and opportunities on a regular basis.

The risks and impacts associated with our business are multi-faceted and require effective collaboration among departments, business units and external stakeholders. See the table below, which describes some of our major risks in the various phases of the mining life cycle.

Mining Life Cycle Risks

Phases of Mining Life Cycle	Major Risks
Exploration, Project Development and Mining	<ul style="list-style-type: none">Land and water access, uneconomic mineral deposits, permits and regulations, support from communities and Indigenous Peoples, labour relations, cost fluctuations, health and safety incidents, natural disasters, environmental incidents and climate change
Sales and Transportation	<ul style="list-style-type: none">Trade regulations, customer environmental management, supply and demand fluctuations, product substitution, and risks to transportation infrastructure and services
Closure and Reclamation	<ul style="list-style-type: none">Environmental legacies and liabilities, changing regulatory standards, and support from communities and Indigenous Peoples

We assess, manage and mitigate sustainability risks in accordance with our Sustainability Standards and as part of our enterprise risk management program, including:

- Health, safety, environment and social risk assessments
- Ongoing consultation and engagement with Indigenous communities, COIs and Indigenous partners
- Site-based risk reviews for each operational site and functional area (semi-annual)
- Economic Feasibility Studies and Social, Human Rights and Environmental Impact Assessments
- Social, Environmental and Regulatory Approval committees for new projects
- Pre-mining environmental and social baselines
- Environmental management (water, air, biodiversity, waste, energy and climate change) during operation and in active closure
- Customer assessments to ensure responsible processing of our products
- Closure planning to create post-mining economic vitality in communities
- Reclamation of areas disturbed by mining

While certain sustainability issues remain constant from year to year, we regularly evaluate changes in the regulatory, economic, societal and environmental landscape to inform the continual improvement of our management approach. Further information on current risks can be found in our [Annual Information Form](#).

Regulation, Permitting and Approvals

Our ability to operate depends on meeting legal compliance requirements and demonstrating value, both to shareholders and communities. We continually monitor and manage the social and environmental aspects of our activities to meet or exceed regulations and to ensure regulatory compliance. This helps us obtain and maintain approvals to operate and grow our business.

We engage directly and indirectly (through industry groups) with governments and regulators to support permitting processes that are practical and effective in meeting the needs of the local communities and environment. Once permits are granted, our assurance program is designed to confirm that we continue to meet all relevant requirements. We track our permit and other requirements, and the management of those requirements, such as discharge monitoring, in our compliance and task management systems.

Integrating Sustainability into Project Development

During project development, experts are engaged to facilitate early-stage integration of sustainability principles and practices. We continuously work to update the criteria that projects must apply as they progress through different phases, to better operationalize our sustainability goals within our project delivery framework. Our sustainability goals are incorporated into individual project development

Sustainability Management Structure



Sustainability Standards:

- Compliance Standard
- Contractor and Supplier Management Standard
- Incidents and Events Standard
- Management of Change Standard
- Planning and Resourcing Standard
- Preparing for Emergencies Standard
- Sustainability Reporting Standard
- Assurance Standard
- Risk Management Standard
- Social Performance Standard
- Environment Standard
- Material Stewardship Program Standard

¹ Includes Highland Valley Copper, Red Dog, Trail and Carmen de Andacollo operations, and our four steelmaking coal operations in the Elk Valley. This does not include operations in which Teck has/had an ownership interest but is not the operator, e.g., Antamina.

objectives and scoping decisions. We train our project managers on our sustainability strategy to enable them to better develop and implement the detailed plans that deliver the required project objectives. Key project scoping and execution undergo a structured decision-making process that explicitly and transparently identifies and incorporates relevant sustainability considerations.

Sustainability Standards

Teck's Sustainability Standards outline the framework for the identification and effective management of sustainability risks and opportunities and define a process for continual improvement through the plan, do, check and act model. They also provide context for overarching corporate policies, procedures and guidelines, and for site-level policies, procedures and guidelines. The Sustainability Standards apply to all Teck-controlled sites, including contractor activities, and to activities including waste management, engineering/maintenance, selection of suppliers and contractors, development of new products and services, product distribution, new projects, exploration, and due diligence of mergers and acquisitions.

In addition to the Sustainability Standards, eight of our nine active operations¹ are certified under International Organization for Standardization (ISO) Standard 14001. The ISO 14001 standard for environmental management systems exists to help organizations manage environmental impacts. We also have one operation that is certified under the ISO 50001 Energy Management System standard.

The HSEC Risk Management Committee, chaired by the CEO, is responsible for overseeing the Sustainability Standards and providing oversight and direction to ensure continual improvement in sustainability performance as well as the implementation of relevant processes and policies across the company.

Incident Management

An incident is an unintended event that, in the vast majority of cases, is immediately managed and that has no significant implications. We actively monitor and manage all incidents related to our activities, including those related to health and safety, communities and the environment.

All our operations have preventive control measures in place to minimize the likelihood of incidents and to mitigate potential effects on employees, communities or the environment in case an incident does occur. We apply a hierarchy of controls to strengthen our ability to prevent and mitigate risk. Control measures include Highly Protected Risk facility design considerations, spill containment measures, monitoring systems and alarms, standard operating procedures, training, regular inspections, and the identification of potential issues through internal risk assessments and audits.

Significant incidents are investigated to identify key contributing factors, and we implement corrective actions to help prevent incidents from reoccurring. We also share learnings from Teck across the mining industry for any significant incidents.

Environmental Monitoring

We collect a wide array of measurements and data to manage and evaluate our environmental performance, including:

- Emissions to air
- Ambient air quality, including particulate matter levels
- Noise levels
- Geotechnical information related to pit walls and water retention structures
- Environmental incidents
- Water quality (surface water, groundwater and permitted discharges to receiving water)
- Biodiversity (including land reclamation)
- Energy consumption and greenhouse gas emissions
- Material use and recycling information

As required, we develop corrective action plans based on findings from monitoring, and we regularly assess the implementation and effectiveness of these plans. All our sites have control measures in place to minimize the likelihood of environmental incidents and to mitigate potential effects on the environment in case an incident does occur.

Understanding our Communities

Teck conducts annual public opinion surveys with people living near our Elk Valley, Highland Valley Copper, Red Dog and Trail operations to continue gathering insight on the issues that communities care about most. The data obtained helps us to measure and guide improvements in our performance, assess the impact of events, inform our planning processes and support our reporting. The surveys are conducted by an independent polling company. See [Our Approach to Relationships with Communities](#) for more details on how we manage community feedback.

Cybersecurity

Cybersecurity is a risk that Teck mitigates through stringent management and governance of digital technology. The Audit Committee of our Board of Directors has explicit oversight for cybersecurity-related matters under its charter. The Audit Committee receives briefing materials on Teck's cybersecurity risk management program, including details of top threats, risk management activities, vendor and supply chain monitoring, and internal training and awareness programs.

Teck's Senior Vice President (SVP), Technical is the executive management team member responsible for overseeing cybersecurity within the company. Our Vice President and Chief Information Officer reports to the SVP, Technical, and is accountable for all digital systems across Teck, including collaboration communications, cybersecurity, digital applications and digital operations. The Director, Information Security is responsible for developing and enacting the strategy as well as for the operation of the cybersecurity program at Teck.

In pursuit of the highest standards, we have a strategic partnership with cybersecurity experts at Mandiant, a subsidiary of Google. This collaboration allows Teck to apply best-in-class threat intelligence and security practices, enabling Teck to promptly identify and respond to any pertinent industry-related security developments.

As cybersecurity attacks become more sophisticated, we may incur significant costs to upgrade or enhance our security measures or to mitigate potential harm. Our exposure to these risks is expected to increase as we take steps to further integrate information technology in our operations through the adoption of technologies such as autonomous haulage and process control automation. Teck mitigates the risk of cybersecurity through stringent management and governance of digital technology. Our risk-based cybersecurity strategy is supported by a custom framework based on industry-leading practices. Effective management and governance of cyber risk in a world of increasing cyber threats are fundamental to the long-term sustainability of our company.

Our approach to cybersecurity, consistent with the National Institute of Standards and Technology (NIST), has five components:

- Identification: how we identify our threats, risks, gaps and problems in our environment
- Protection: how we protect our assets and the risks and gaps we identify
- Detection: how we remain on top of identification and leverage the data we have available to us to alert us
- Response: how we use specific protocols and authority to respond quickly and thoroughly if we detect an active attack in our environment
- Recovery: how we recover after managing an attack

Employee Engagement on Cybersecurity

Information security/cybersecurity is part of our internal Acceptable Cyber Use Standard, which includes cybersecurity awareness training from the SANS institute. Employees are required to complete the training during onboarding and to abide by the policy throughout their time at Teck. All individuals granted access to the Teck electronic systems, including guests, consultants, contractors, temporary employees and third-party service suppliers, are also required to sign off and comply with this policy.

See the Business Conduct chapter of our [Annual Sustainability Report](#) for more details on data privacy and cybersecurity.

Evaluation of Sustainability

We periodically update our policies, management standards and management systems based on the changed expectations of best practice from our stakeholders, regulators and membership bodies. On an annual basis, individual and company objectives for

sustainability are set and implemented through setting individual and team objectives. Our sustainability strategy is updated approximately every five years and is reflected in new short-term goals, and in revisions, as required, to our long-term goals.

Internal and External Assurance

Our sustainability assurance program scope includes legal compliance and Sustainability Standards audits based on risk priority criteria on a three-year rotational basis for all operations; plans are then developed to address the findings. We monitor and report to our HSEC Risk Management Committee on the progress of our assurance program on a quarterly basis. Follow-up checks and audits are conducted to evaluate the effectiveness of actions implemented in response to the audits.

We also conduct external verification of regulatory or voluntary external commitments. The table below provides an overview of the types of audits and evaluations that are conducted across our operations.

Sustainability, Innovation and Technology

Innovation and technology are helping to improve our environmental and social performance while also making us a safer and more productive company. Our various technology programs build on our long history of innovation and early adoption to ensure a strong future for our company.

We focus on finding better ways to manage water, reduce greenhouse gas emissions, control dust, and improve air quality and energy efficiency while also improving lives through community investment and economic empowerment.

Innovation and technology across Teck are supported by our Technical group, which comprises Digital Analytics, Teck Digital Systems, Technical Services, and Enterprise Improvement Planning, Autonomy and Innovation.

Digital Analytics, born out of Teck's RACE21™ digital transformation program, develops solutions that use artificial intelligence and data to diagnose, predict and prescribe actions to improve safety, sustainability and production across the mining value chain. This group develops solutions to support several of Teck's sustainability goals, including Health and Safety, Tailings Management, Water Stewardship, and Climate Change.

Our *Ideas at Work* program celebrates the people, ideas and stories that are strengthening our company for the future. Through this program, we articulate our approach to innovation and technology, which is focused on four key pillars: safety, sustainability, productivity and growth.

Internal and External Assurance of Sustainability Management

Type	What is reviewed?	For whom?	Evaluation criteria
Internal			
Risk-based sustainability internal audits at each site	Adherence to regulatory and permit requirements and internal Sustainability Standards	HSEC Risk Management Committee	Regulation, site-specific permits and internal standards
Internal mid-term effectiveness review	Validate effectiveness of closure of corrective actions post internal audit		Corrective actions from past audit internal findings
Internal risk reviews	Control of high and extreme risks		Internal standards
ISO 14001 internal audits	Components of the environmental management system at certified sites	Site Management	ISO 14001 Environmental Management System Standard
ISO 50001 internal audits	Components of the energy management system at selected sites		ISO 50001 Energy Management System Standard
External			
Towards Sustainable Mining (TSM) assurance	External verification of performance of operating sites to TSM Protocols on a three-year assurance cycle	Mining Association of Canada	TSM Protocols
Sustainability Report assurance	External assurance of report, metrics and practices	International Council on Mining and Metals (ICMM)	ICMM Assurance Procedure
Greenhouse Gas (GHG) Regulation Assurance	Validation of GHG data reported and quantification of methodologies	Alberta and B.C. governments	Quantification methodologies defined by regulation
ICMM Performance Expectations Validation	External validation of the ICMM Performance Expectations at operational sites on a three-year assurance cycle	ICMM	ICMM Assurance Procedure
The Copper Mark/Zinc Mark and Molybdenum Mark Certification	External assurance of the Copper Mark Criteria Guide (based on the 32 Risk Readiness Assessment (RRA) Issue Areas) at operational sites on a three-year basis	The Copper Mark	The Copper Mark Assurance Process
ISO 14001 external audits	Components of the environmental management system at certified sites	International Organization for Standardization (ISO)	ISO 14001 Environmental Management System Standard
ISO 50001 external audits	Components of the energy management system at selected sites	ISO	ISO 50001 Energy Management System Standard

Engaging with Indigenous Peoples and Communities of Interest (COIs)

Engagement with Indigenous Peoples, communities, investors, customers and employees helps our mutual understanding of interests, concerns and aspirations, and builds trust throughout the mining life cycle. Indigenous Peoples and communities are identified based on the degree to which they are affected by, and interested in, our activities and relationships. All our operations, exploration sites, projects and sites in active closure identify, prioritize and directly engage local and Indigenous governments and communities. See [Our Approach to Relationships with Communities](#) for more details on how we identify and engage with the people in the areas that we operate.

Direct and Indirect Stakeholder Engagement and Management

Our direct engagement of stakeholders is organized into three broad levels: information disclosure, dialogue and participation. Our corporate teams carry out direct engagement on an ongoing basis, often involving engagement with governments, industry associations, peers, shareholders and potential investors.

We carry out indirect engagement through the application of externally developed standards and frameworks that reflect stakeholder expectations. Our engagement with stakeholders is guided by our Sustainability Standards, which include our Social Performance Standard and associated procedures. Trust and grievances from the people and organizations that we engage with are reported to our HSEC Risk Management Committee and to the Safety and Sustainability Committee of our Board of Directors.

Managing Employee and Community Feedback

Teck provides response mechanisms at every operation and project and in every exploration region to specifically ensure that those who want to provide feedback on our business practices—whether it’s a comment, question, concern, complaint or compliment—are able to do so easily and, if they wish, anonymously. See [Our Approach to Relationships with Communities](#) for more details on how we manage community feedback.

Doing What’s Right is our program designed to maintain an ethical and safe workplace and uphold the moral and ethical principles within our Code of Ethics. It also specifies the basic norms and behaviours for those conducting business on our behalf. See [Our Approach to Business Conduct](#) for more details on this program.

Training Related to Sustainability Commitments

Teck is committed to the ongoing development of our people, with a focus on leadership development and technical skills. We provide all employees with a variety of training opportunities, including environment and safety programs aligned with our sustainability commitments. Employees responsible for our sustainability commitments across the organization may apply for topic-specific training. See [Our Approach to Our People and Culture](#) for details on employee training and development.