

Teck Trail Operations Engaging with Our Community Fall 2021

Discussion Guide and
Feedback Form

September 27 –
October 22, 2021

teck.com/engagetrail



Teck

We Want to Hear from You

This fall, we're continuing to engage with our community to help inform strategic planning at Trail Operations. Given the ongoing challenges with the COVID-19 pandemic, our 2021 engagement is again taking place online.

Through this engagement, we're sharing some information about Trail Operations that the community expressed interest in learning more about during our fall 2020 engagement.

If you have any thoughts about Trail Operations you want to share, we look forward to hearing from you.

How to Participate

Submit a feedback form by October 22, 2021:

- Online at teck.com/engagetrail
- By mailing the attached feedback form to:
 - Teck Trail Operations
P.O. Box 1000, 25 Aldridge Avenue,
Trail, B.C. V1R 4L8
- By dropping off the attached feedback form during office hours to:
 - Trail Riverfront Centre Library, Museum & Visitor Information Centre
1505 Bay Avenue
Trail, B.C. V1R 4B2
All COVID-19 protocols are in place and masks are mandatory to enter the building.

Attend a virtual small group community meeting

Please email engagetrail@teck.com to RSVP for one of the meeting dates below. We will send you an invitation with the link to the meeting ahead of time.

- Tuesday, October 5, 2021, 1:00 – 2:30 pm
- Tuesday, October 5, 2021, 6:00 – 7:30 pm
- Wednesday, October 6, 2021, 10:00 – 11:30 am

Send an email

Feel free to send us an email to engagetrail@teck.com with your feedback.

How Input Will be Used

Input received during the engagement process will be considered throughout our strategic planning at Trail Operations. It will also help inform our community engagement plans in 2022 and beyond.

About Teck and Trail Operations

As one of Canada's leading mining companies, Teck is committed to responsible mining and mineral development with major business units focused on copper, zinc, and steelmaking coal, as well as investments in energy assets. Copper, zinc and high-quality steelmaking coal are required for the transition to a low-carbon world.

Trail Operations is one of the world's largest fully integrated zinc and lead smelting and refining complexes. We source mine concentrates from all over the world and convert them into products that support modern day life. We are a near zero waste facility, turning 99.9% of feed into useful products. Our operation is an integrated part of Teck's broader zinc business, and the primary refiner for concentrates from Teck's Red Dog mine in northwest Alaska.

What We Heard in 2020

In fall 2020, we shared information about Teck Trail Operations and gathered feedback from our community. This process was designed to provide an opportunity for you to hear directly from our team and give us input on what you are interested in and how you want to engage with us in the future.

Your feedback and the most commonly asked questions helped guide the engagement topics we are covering this year.

- Participants were interested in learning about sustainability initiatives and noted that Teck and Trail Operations should continue to do more to combat climate change and reduce greenhouse gas emissions from extraction to transportation and smelting and refining.
- Participants were interested in discussing Trail Operations' procurement, including expanding source feeds and products, and the Red Dog mine's lifespan.

- Participants wanted to learn more about employment and training at Trail Operations, in particular in terms of diversity, equality and inclusion.
- Participants discussed Trail Operations' response to the COVID-19 pandemic, most noting that Teck did commendable work protecting employees and suggested sharing best practices with other organizations in the community.

For more information about the 2020 engagement results and consideration of input, please visit teck.com/engagetrail.



Fall 2021 Community Engagement Topics

1. Long-term viability of Trail Operations

Champions of Innovation

This year marks 125 years of continuous smelting in Trail, a big achievement for an industry that has seen tremendous changes since 1896, and a big milestone for the community, which started out as Trail Creek Landing where river steamers took copper ore from Rossland mines south to American smelters.

F. Augustus Heinze constructed a small copper-gold smelter at Trail Creek Landing for the treatment of Rossland Ores, with the first copper furnace firing in February 1896. In 1899, Trail became home to Canada's first Electrolytic Refinery, smelting lead-silver ores from the Slocan area near Nelson.

Innovations over the years included the first commercial application of the Betts process for the electrolytic refining of lead in 1902. The process, still in use today with more modern structures and automation, was developed in Trail by Engineer Anson Gardner Betts.

One of the most significant innovations to come out of Trail to this day is differential flotation. The milling process allows for separate recovery of lead and zinc concentrates and allowed the company to unlock the lead and zinc wealth from the Sullivan Mine in Kimberley. It's a process that is still used throughout the world.

Those are just the beginnings of the innovations that have continued over the past 125 years, including the world's first zinc pressure leaching plant at Teck Trail Operations that started production in 1981. Canada's first lead acid battery recycling program was also developed here in the 1980s, and, since 1982, our Urban Materials Recycling program has helped keep hundreds of thousands of tonnes of metal in use. There are also more recent innovative projects such as the Groundwater Treatment Plant, which intercepts and treats affected groundwater below our site using a three-step process including biological nitrification.

As Trail Operations has grown and evolved, so has the community of Trail and surrounding areas. The city is home to first-class recreation and health facilities, outdoor offerings during all four seasons, and economic development including Metal Tech Alley. The community is continuing to grow and Teck is proud to be a part of it. We plan to continue this tradition of progress providing the materials required to support our quality of life in a sustainable manner.

Our Future

Teck is committed to the long-term future of Trail Operations, and it will remain a strategically important, integrated part of Teck's broader business as the primary refiner for zinc from the Red Dog mine in Alaska, one of the world's largest zinc mines. In 1989, Red Dog Operations was developed through an innovative operating agreement between the operator Teck and the land-owner NANA, a Regional Alaska Native corporation owned by the Iñupiat people of northwest Alaska. The current mine is expected to continue to 2032, and active exploration is continuing in the mineral-rich area with the goal of extending the current mine life.

Although most feed primarily comes from mines, we also receive feed from recycled products such as recycled lead acid and zinc alkaline batteries, zinc oxides from recycled steel, and residues from other smelting and refining operations. We continue to explore avenues to increase volume and diversity of recycled materials as part of the circular economy.

Our Products

The products we make at Teck Trail Operations are essential to the homes we live in, the cars we drive, and the electronics that power our lives.

We source mine concentrates from all over the world and convert them into products used directly in essential applications such as the production of medical equipment, in food sterilization, and municipal water treatment processes.

One of our largest product streams is zinc, of which we produce approximately 300,000 tonnes each year. Zinc's most common use is in the galvanization of steel, which helps to prevent rust in your car, your home and major infrastructure. Zinc can also increase crop yields and quality and is an essential nutrient in human development and disease prevention.

Another key product stream is lead metal used primarily in automotive batteries. Lead batteries also provide backup power to life-critical medical equipment, such as ventilators, surgical crash carts, and defibrillators in hospitals; cellular and 911 telecommunications equipment; and, data centers and internet infrastructure.

Trail Operations also produces many specialty metals as a by-product of the zinc and lead process, including indium and germanium. Specialty metals are used throughout the technology and electronics industries for such uses as solar cells, LCD screens, touch screen cell phones, and more.

Silver and gold are also developed from our zinc and lead processes. These products are used for investment, making jewellery, as well as in the technology and electronics industries.

At Trail Operations, we are continually exploring new applications for our wide range of products.

Harnessing Technology to Remain Competitive

RACE21™ began in 2019 as a company-wide approach focused on driving operational improvements and transforming our business through advancing technology and digital tools. Innovation has been core to Trail Operations' history and success and is the cornerstone of our future. We've been working on RACE21™ initiatives for close to two years now to complement other improvement initiatives and opportunities across the site.

RACE21™ at Trail Operations is focused on using dependable data and advanced analytics to improve the efficiency and reduce the variability of our operations. Key areas of focus have been reliability efforts to improve key asset availability and performance, feed blend optimization tools that incorporate metallurgical complexities and constraints, increasing the control of critical process parameters through advanced process control, predictive and monitoring tools to improve compliance to standards and advancing instrumentation to gain new insights into the process.

Successfully advancing RACE™ will be critical to our continued success as a business by driving a step change in our performance and helping Teck remain competitive in a rapidly changing landscape.

2. The Environment

Trail Operations has a long history of innovation and evolution and is continuously improving and evolving to remain competitive in the global landscape.

Environmental improvements over the past 25 years have reduced emissions to air by over 95%, beginning with the introduction of the KIVCET smelter in 1997. Over the past decade, we have made significant investments on environmental improvement projects, including the Tadanac and Annable Groundwater Treatment Systems, the Smelter Recycle Building, and our C-IV Retention Reservoir, which is part of our Effluent Management Improvement Plan to protect the quality of water entering the Columbia River.

Air Quality – the past, present and future Fugitive Dust

At Teck Trail Operations, we continuously strive to improve community air quality. Since the mid-1990s, we have reduced stack emissions by over 99%. In 2012, we began our Comprehensive Fugitive Dust Reduction Program, focused on dust that escapes from buildings, stockpiles and roadways. Our 2020 ambient air quality results for lead were the lowest annual levels ever recorded with a 37% reduction in the previous two years and an 80% reduction since the program began. Despite the challenging weather conditions this summer that included high temperatures, wind gusts and low precipitation, our 2021 ambient air quality results are tracking lower than 2020 to date (August 2021).

We are actively investigating new ways to continue to improve air quality. Our projects are focused on ways to prevent dust from escaping buildings, preventing dust and other materials from getting on Teck operational roads, more efficiently transporting materials, and improving our ability to wash vehicles and capture concentrates containing metals before it gets to our roads. We are also exploring some innovative technology, such as using sensors installed on operations equipment to tell us when roads need some special cleaning attention. We are also developing a 3-D site wind model to help us determine if there are locations where wind fencing would significantly reduce dust transport off site.

Sulphur Dioxide

In 2016, sulphur dioxide (SO₂) was added to the Canadian Ambient Air Quality Standards (CAAQS), setting new targets for the concentration of SO₂ in populated areas. These new limits were significantly lower than the provincial permits and standards in place at the time. In response, Trail Operations developed an SO₂ reduction plan to reduce emissions to meet the new standards.

In 2016, over 98% of the sulphur contained in the lead and zinc concentrate feeds to the smelter was captured in products, and currently over 99% is captured. This level of capture is equal to the state-of-the-art levels for new facilities and has been achieved in a 125-year-old smelter by a process of continuous



improvement. To meet the new targets for ambient levels of SO₂, a further 36% reduction in SO₂ emissions is required by mid-2023. Key to the reduction plan are upgrades to the SO₂ scrubbing systems completed in 2020, and a multi-million-dollar upgrade to the KIVCET feed drying process that will be completed in early 2023. In addition, advanced data analytics and models have been used to understand the impact of weather conditions on emissions. These projects will allow Trail Operations to maintain production rates while emitting significantly less SO₂.

Greenhouse Gases Reduction

Teck has committed to company-wide reductions of Green House Gases (GHG) of 33% by 2030 and net-zero emissions by 2050.

Trail Operations has industry-leading environmental performance and low GHG emissions with our efficient processes and electricity supplied from the Waneta Dam. While our carbon intensity at Trail Operations is roughly half the industry average, we are actively evaluating technologies (both commercial and developing) that will reduce CO₂ emissions to meet our net-zero goal.

Vegetation Enhancement

In spring 2021, Teck Trail Operations initiated a project to enhance the vegetative buffer around our metallurgical site in Trail and our Fertilizer Operations site in Warfield. The objective is to make improvements to visual appeal, provide opportunities for long-term vegetative growth that may reduce noise and dust transmission, and work toward increased biodiversity and other environmental benefits.

We began the project with a focus on the Tadanac neighbourhood. The first steps included the development of an increased buffer strip along the fence line. The experimental “grow it, don’t mow it” strip is designed to allow for natural regeneration of seedlings. In the fall of 2021, Teck will plant up to 1000 tree seedlings along this buffer zone in addition to a couple dozen or more strategically placed mature trees.

In 2022, Teck will focus its vegetative buffer enhancement in the Trail Fertilizer Operations area.

Noise reduction

Trail Operations endeavors to be a good neighbour and we take concerns we receive through the Environment and Community Feedback Line very seriously, including noise concerns. We manage noise with a goal to ensure our activities are conducted in a manner that minimizes disruption to our neighbors; however, a large, modern facility such as Trail Operations will generate some noise as part of regular operations. We know that as our operations evolve, we must continue to diligently manage new sources of noise. We have worked for several years with a noise mitigation specialist consultant to identify operational noises and find ways to reduce these noises. As new plants and facilities are built, the noise consultant is engaged to ensure the new facility does not increase the site’s noise.

In 2020 and 2021, our consultants completed a noise survey and an update to a 3-D model of our operations to identify likely noise sources and we are currently reviewing options to improve mitigation. We currently have noise-mitigating silencers on our three major steam stacks and have recently increased the monitoring and preventive maintenance on the silencers to ensure they are working consistently. We have procedures in place to minimize unnecessary noise outside of daytime hours, idling equipment, and material handling activities and equipment has been changed to reduce noise from vehicle back-up alarms and other plant alarms. We also work closely with Messer Inc. and CPR, who maintain substantial operations on-site. Community members are welcome to call our Environment and Community Feedback Line at 250-364-4817 with any concerns and we’ll work to resolve the issue.



Trail Operations' Emergency Services demonstrates our stewardship of the transportation of our products and supplies. The team is highly specialized and conducts full-scale training exercises as illustrated in this photo.

3. Our People

Our Commitment to Safety

At Teck Trail Operations, health and safety are core values. Nothing is more important than the health and safety of our employees and the community. We are committed to everyone going home safe and healthy every day.

Emergency Response

Teck Trail Operations takes the safe management and storage of our process materials very seriously, and we have operational and emergency response procedures in place to manage and mitigate potential emergencies that may occur. These procedures are reviewed regularly to ensure we have addressed all related major risks.

Our production plants are designed and operated to minimize the potential for safety or environmental incidents, and carriers of our products meet all regulations and are trained to safely handle and transport the products they are moving.

Trail Operations also maintains extensive emergency response capability for both on-site and off-site

emergency response, including a highly-trained Emergency Response Team (ERT) with a primary role of responding to issues related to the transportation of Trail Operations' products and supplies. The team can aid and advise on a 24-hour basis in the event of rail and truck emergencies.

Trail Operations also operates a highly-skilled, on-site fire department. The fire department consists of 21 full-time members, who are fully trained in firefighting and hazardous materials emergency response.

Our Role in the Community

Teck Trail Operations is proud to be a part of the local community. We are the largest private sector employer in the West Kootenay, with approximately 1,400 employees and 200 contractors on site at any one time.

We support the communities in which we operate through \$200M in wages and salaries, \$218M in local spending on goods and services, \$42M in taxes and licenses, and support of over 165 charitable organizations.

Community Investment

Understandably, 2020 was a unique and challenging year with community investment as our community partners navigated through the impacts associated with the COVID-19 pandemic. To assist, Teck supported critical social initiatives and increased healthcare capacity in the communities in which we operate and internationally. For the Lower Columbia region, the Teck Community Response Fund provided over \$144,000 for pandemic initiatives in addition to supplying personal protective equipment to front-line care organizations. Our traditional community investment program supported over 165 local organizations, investing \$699,000 to support health and wellness, education and scholarships, economic development, environmental initiatives, arts and culture, sports and recreation, and community development projects.

In addition, we continue to support local communities with important projects such as the Family Action Network and the Rossland Museum and Discovery Centre Renewal Project.

Most recently in 2021, we transferred a Teck-owned property in residential Tadanac to the City of Trail to support the construction of the extended hour Unicorn Child Care Centre. The availability of extended hour childcare services that meet the needs of shift, casual and other extended hour workers and their families has been identified by employers, workers and community service providers as a critical issue affecting economic development and the reduction of poverty in the Lower Columbia Region.

The Teck Community Giving Program provides an opportunity for our employees to request a dollar-for-dollar match for their personal donations.

Employment and Training

During our 2020 engagement, members of the community told us they wanted to learn more about employment and training for jobs at Trail Operations.

Workforce Development

Teck provides many opportunities for employees to improve their skills and build their careers, including:

- training opportunities to maintain a trained and competent workforce;
- building technical skills to better support a more automated workplace; and

- an apprenticeship training program to develop skilled trades from within our employee base.
 - We have 290 Red Seals, representing 17 different trades groups.
 - The Red Seal Program is recognized as the interprovincial standard of excellence in the skilled trades.
 - Since 2006, working closely with our trades groups, the apprentices, and program partners the Industry Training Authority, Selkirk College and School District No. 20, Teck Trail Operations has supported 137 apprentices in achieving their Red Seal Certifications and is recognized as an industry leader in trades apprenticeship training.

Working with local Educators

We have several initiatives with local schools and Selkirk College designed to engage and support students interested in the fields of sciences, operations and trades.

Our long-standing partnership with Selkirk College has included community investment support of major initiatives such as:

- the TeckServ internship program that supports Selkirk students in undertaking community-based research projects benefiting local communities;
- initiatives supporting student mental health and wellbeing; and
- annual scholarships supporting students in business administration and metal-based trades.

We have also partnered with Selkirk College on the development of education programs and work experience opportunities, such as the Process Operators program. Since 2010, over 125 graduates, over 40 of whom are female, have joined the workforce at Teck Trail Operations. We currently have two female Operator Instructors (Trainers) that were Process Operators program students.

Our engagement with elementary and secondary schools traditionally includes classroom presentations, science fair judging and work experience opportunities. In 2021, we sponsored and participated in the Quantum Leaps virtual event. This Kootenay Association of Science and Technology (KAST) Conference was aimed at Kootenay and Boundary girls in Grades 8 - 12.



Equity, Diversity and Inclusion Policy

Teck is committed to supporting an equitable, diverse and inclusive workplace that recognizes and values difference and where everyone is treated fairly with dignity and respect. We recognize that our diversity—the many different and unique things we individually and collectively bring to work each day—contributes to building a stronger workforce and a better company.

Teck respects and appreciates differences in age, ethnicity, Indigenous origin or heritage, physical and mental abilities, beliefs, language, sex, sexual orientation, gender identity or gender expression, education, nationality, social background and culture or other personal characteristics.

We know that making the most of the wealth of ideas, talents, skills, backgrounds and perspectives all around us—helps us to do more and be more—together. As such, we consciously work to create an environment that respects and values the diversity of the people and world around us.

Teck promotes and fosters an equitable, diverse and inclusive workplace in order to:

- Contribute to innovation and better decision making through exposure to increased perspectives and ideas;
- Attract a broader pool of candidates and improved employee retention;

- Build a strong workforce that is engaged and contributing to Teck’s social and economic goals; and
- Appropriately reflect the diversity of the communities in which we operate.

Our commitment to equity, diversity and inclusion is reflected in all levels of our company, beginning with our Board of Directors, which considers diversity in the selection criteria for new board members and senior management team appointments. A Senior Executive Equity, Diversity and Inclusion Committee chaired by the Senior Vice President and Chief Human Resources Officer and with representation from senior management, guides development of Teck’s equity, diversity and inclusion strategy and reviews progress.

Teck’s focus on equity, diversity and inclusion aligns with our company’s core values of integrity and respect.

Indigenous Peoples Policy

Teck respects the rights, cultures, interests, and aspirations of Indigenous Peoples and is committed to building strong and lasting relationships that help us understand each other’s perspectives and priorities.

Teck engages with Indigenous Peoples potentially affected by our activities to:

- Build respectful relationships through early, inclusive dialogue and collaborative processes;

- Provide resources to build the capacity of both Indigenous Peoples and Teck for meaningful dialogue;
- Integrate Indigenous Peoples' perspectives and traditional knowledge into company decision making throughout the mining life cycle to enhance benefits and address impacts;
- Work to achieve the free, prior and informed consent of Indigenous Peoples when proposing new or substantially modified projects; and
- Work with Indigenous Peoples to achieve self-defined community goals that provide lasting benefits.

Teck is committed to responsible resource development, and we recognize that building relationships with Indigenous Peoples is fundamental to our success. We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples, and the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining. This policy is supported by our Health, Safety, Environment, and Community Management Standards and other internal guidance, and will be reviewed regularly and updated as required.

Want to join our team?

Teck Trail Operations has a dynamic workforce with a wide array of career opportunities.

Here are just some roles we regularly recruit for:

Role	Requirements
Power Engineers	1st, 2nd, 3rd, 4th class ticket
Tradespeople	Journeypersons Red Seal
Technicians, Analytical	Assayer Certification Background in Chemistry or Chemical Sciences is an asset
Process Operators	Two years industrial experience Completing the Process Operator Program is an asset
Mechanical, Process or Electrical Engineers	Professional Engineer License (P. Eng)

A career at Teck provides interesting work assignments and excellent opportunities for professional growth. The Careers page at teck.com/careers showcases the various jobs available and allows you to sign up for job alerts that match your interests.



Feedback Form

We encourage you to complete this feedback form online at teck.com/engagetrail.

Our People

Teck provides many opportunities for employees to improve their skills and build their careers, including:

- training opportunities to maintain a trained and competent workforce;
- building technical skills to better support a more automated workplace; and
- an apprenticeship training program to develop skilled trades from within our employee base.

1. Are there other skills training and career development initiatives that you would like us to consider?

Environment and Community

2. Following our current environmental and vegetative enhancements around the Trail Operations site, are there any environmental or community-related initiatives that you would like us to consider?

Long Term Viability

3. We are proud to have been a part of the community for 125 years and are committed to the long-term future of Trail Operations. What are we doing well? Are there any areas you would like to see additional focus or priority?

Future Engagement Topics

4. Are there any specific topics that you would like to see covered in future engagement?

Additional comments

5. Please provide any additional comments you may have regarding Teck Trail Operations:

Tell us about you (optional)

6. Where you do live?

- Trail
- Warfield
- Rossland
- Montrose
- Fruitvale
- Castlegar
- Other: _____

7. Are you a Teck employee?

- Yes
- No

If you would like to receive information about future opportunities to provide feedback about Teck Trail Operations, please provide us with your name and email address:

Name: _____

Email: _____

Contact information will only be used to provide updates about engagement opportunities.

Teck