Teck

FORWARD TOGETHER

2020 SUSTAINABILITY REPORT

2020 SUSTAINABILITY REPORT

IN THIS REPORT

On the cover: Luis López, Control Room Head, in Teck's new Integrated Operations Centre in Santiago, Chile. Photo taken with all necessary COVID-19 protocols in place to ensure health and safety.

About This Report

Teck's 2020 Sustainability Report marks our 20th year of annual reporting on the sustainability topics that are most material to our stakeholders and to our business.

This report contains:

- Detailed performance in our 2020 material sustainability topics
- Summary of progress towards achieving our short-term sustainability goals set in 2015, in the areas of Community, Water, Our People, Biodiversity, Energy and Climate Change, and Air
- Summary of progress towards achieving our long-term sustainability strategic priorities set in 2020, and the revised sustainability goals in the areas of Health and Safety, Climate Change, Tailings Management, Our People, Responsible Production, Biodiversity and Reclamation, Water, and Communities and Indigenous Peoples

Available in English and Spanish, our report is in conformance with the Mining Principles of the International Council on Mining and Metals (ICMM). Our report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option and the GRI G4 Mining and Metals Sector Disclosures, and is aligned with both the Sustainability Accounting Standards Board (SASB) Standards and the principles of integrated reporting. See Methodology & Restatements on page 112 for information about our reporting scope. This report has been reviewed and approved by Teck's senior management and Board of Directors.

Management Approach Information

Management approach information for each material topic is available on our website at teck.com/responsibility.

Assurance

PricewaterhouseCoopers LLP independently reviewed our application of the GRI Standards, the alignment of our practices with ICMM's Mining Principles, guided by the ICMM Assurance Procedure, and provided limited-level assurance on selected data in this report. See pages 113–114 for their assurance letter. PricewaterhouseCoopers LLP is also Teck's independent auditor.

Contact

If you have any questions about this report, email us at sustainability@teck.com or contact Jillian Lennartz, Manager, Sustainability Reporting, at jillian.lennartz@teck.com.

Other Reports

The 2020 Sustainability Report is part of Teck's annual reporting suite, available on our website at teck.com, which includes:

Annual Report
Management's discussion and analysis and audited consolidated financial statements

Annual Information Form
Describing our business, including our reserve and resource disclosure, and disclosure on risks that may affect Teck

Management Proxy Circular
Information on business to be conducted at the annual meeting, including details on executive compensation and our corporate governance practices

Portfolio Resilience in the Face of Climate Change Report
(aligned to the recommendations of the Task Force on Climate-related Financial Disclosures): Information on how we are analyzing and preparing for the risks and opportunities emerging from climate change and our plans to move to a lower-carbon future

Photographs contained in this report were either taken prior to the COVID-19 pandemic, or during the pandemic in accordance with all necessary health and safety protocols.

Message from the President and CEO, Don Lindsay

Donald R. Lindsay
President and Chief Executive Officer
Vancouver, B.C., Canada
March 16, 2021

The past year was a milestone for Teck's ongoing work in sustainability. It marked the 20th year of publishing our annual Sustainability Report as well as the 10th anniversary of our sustainability strategy. When we set out that first strategy a decade ago, our intent was to identify the long-term challenges and opportunities facing our business, industry and stakeholders, and establish goals that would ensure we met those challenges and embraced those opportunities. Over the years, that strategy has evolved to match changing societal expectations and ensure we remained at the global forefront of sustainability performance in our industry.

Since launching our first strategy, we have made incredible strides in our performance as a sustainable miner, including:

- Reduced greenhouse gas emissions by 414 kilotonnes in total since 2011
- Utilized over 100,000 terajoules of renewable energy since 2011
- Increased the number of women at Teck by 54% since 2012
- Increased our procurement of supplies from local suppliers by 33% since 2011
- Reduced our total recordable injury frequency by 58% since 2010

We also continue to take measures to manage water, one of our most material sustainability issues. We have made significant progress on the water treatment program at our steelmaking coal operations in the Elk Valley and we continued to reduce fresh water use at our Chile operations. While we did not reach our 2020 goal to reduce our fresh water use in Chile by 15%, we did achieve a peak reduction of 13%.

While we are proud of the progress we have made to date, we know we need to continually raise the bar to meet the expectations of our communities and stakeholders. The 2020 update to our sustainability strategy set out ambitious, new long-term priorities and goals under eight strategic themes. These goals include becoming a carbon-neutral operator by 2050, disposing of zero industrial waste by 2040, and transitioning to the use of seawater or low-quality water for operations in water-scarce regions by 2040. Each of our long-term objectives are supported by interim milestone goals to guide and track our progress.

Our most critical priority and one of our core values is the health and safety of our people. Our health and safety performance in 2020 was the best on record for Teck, with a 17% reduction in total recordable injury frequency, and a 32% reduction in high-potential incident frequency from 2019. While we had no employee fatalities in 2020, I am deeply saddened to report that there were two fatalities of contractors in 2020 at the Fort Hills joint venture and, in January 2021, an incident at our Red Dog Operations resulted in the death of an employee. These occurrences are being investigated and the learnings will be shared broadly across our company and industry. They also serve as a stark reminder that we cannot waver in our focus on health and safety performance.

Sustainability and Resilience

While our focus on sustainability and operational performance remains constant, the fact is that the past year has been unlike any other, and the world has changed dramatically. The COVID-19 pandemic has altered how we live and work. Every day, businesses and people find new ways to be resilient in adapting to this 'new normal'. At Teck, our long history of sustainable business strategy has allowed us to be well positioned with the agility and resilience needed to navigate the current landscape.

At the same time, there is no question that COVID-19 has affected everyone. Many have fallen ill and, in some cases, passed away from the virus, including members of the Teck family. The strain of illness and lengthy lockdowns is felt across our workforce and beyond, which is why we put in place resources to ensure that our employees and surrounding communities were supported during these challenging times. In addition to implementing extensive COVID-19 precautions and protocols, we established a suite of employee support programs, including expanded paid time off, employee and family assistance programs, and virtual healthcare services.

We also established a dedicated $20 million community investment fund to support critical social and health initiatives in our local communities and expanded our Copper & Health program to promote greater use of copper surfaces to fight the spread of infection in public spaces.

Forward Together

As vaccinations are beginning to be administered around the globe, we can all begin to imagine what a post-pandemic future could look like. At Teck, we recognize the opportunity that global recovery presents in building a better tomorrow. As a responsible producer, we are committed to providing the metals and minerals necessary to support a strong global economic recovery and to address other important challenges of our time. For instance, we are increasing our capacity to produce copper, which is essential to the technology and infrastructure needed for the global transition to a low-carbon economy.

Our sustainability strategy provides a vision for a sustainable and inclusive future, enabled by responsible mining and production. We have already made major strides toward achieving our new sustainability goals. In 2020, we announced two power purchase agreements, securing 50% renewable power at our Quebrada Blanca Phase 2 project, and 100% renewable power at our Carmen de Andacollo Operations. Combined, these agreements will avoid one million tonnes of greenhouse gas emissions annually, equivalent to the emissions from over 200,000 passenger vehicles.

We have also been advancing the Elk Valley Water Quality Plan, part of our long-term approach to address mining impacts throughout the Elk Valley watershed. Our first water treatment facility at Line Creek continued successfully treating up to 7.5 million litres of water per day. Additionally, in 2020, we completed a project to double treatment capacity of the Elkview saturated rock fill (SRF) facility to 20 million litres per day; our third treatment facility, which will also treat 20 million litres of water per day, is on track for completion in the first half of 2021.

Our sustainability performance to date has been recognized by the Dow Jones Sustainability World Index for the 11th straight year, with Teck being the top-ranked mining company for the second year in a row. Teck has also been ranked the #1 mining company by Sustainalytics, Vigeo Eiris and FTSE4Good. While the recognition is encouraging, we know there is more work to be done. As we move forward together, we remain focused on continual improvement in our sustainability performance while at the same time continuing to provide the metals and minerals the world needs.

Our Commitments:

United Nations Global Compact

International Council on Mining and Metals Mining Principles

Mining Association of Canada Towards Sustainable Mining initiative

GRI Standards

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

Council for Clean Capitalism

Carbon Pricing Leadership Coalition

International Labour Organization Labour Standards

30% Club Canada

And many others listed on our Memberships and Partnerships page

Recognition in 2020

Dow Jones Sustainability World Index for the 11th straight year, Top-Ranked Mining Company in the World and the only Metals & Mining company awarded the S&P Gold Class Award

Sustainalytics: Top-Ranked Mining Company in 2020

MSCI ESG: 'A' Rating in 2020 and Member of MSCI World ESG Leaders Index

ISS E&S Top Performer

Vigeo Eiris Top-Ranked in North America Mining and Metals in 2020

FTSE4Good Index Series Top-Ranked in the Mining Subsector in 2020

Bloomberg 2021 Gender Equality Index

Canada's 2021 Top 100 Employers by Mediacorp

2020 CDP Discloser

Forbes World's Best Employers 2020

Corporate Knights: 2021 Global 100 Most Sustainable Corporations in the World and 2020 Best 50 Canadian Corporations

And others listed on our Awards page

Engaging with Stakeholders and Indigenous Peoples

Engagement with stakeholders — including investors, customers and local communities — and Indigenous Peoples helps to enhance our mutual understanding of interests, concerns and aspirations, and strengthens relationships. Stakeholders are identified based on the degree to which they are affected by our activities, by our relationships with them and by their ability to influence the achievement of our business objectives. In particular, stakeholder identification helps us:

- Understand the positive and negative impacts of our business
- Understand the risks and opportunities — for stakeholders and our business — associated with these impacts
- Manage these impacts in a responsible and effective manner
- Understand the effectiveness of our management actions

Direct and Indirect Stakeholder Engagement and Management

Teck conducts direct engagement, which involves speaking and working directly with stakeholders, as well as indirect engagement, which involves reviewing publications that reflect our stakeholder expectations. Our direct engagement with stakeholders is carried out on an ongoing basis, and is organized around three levels: disclosure, dialogue and participation. We carry out indirect engagement through the application of externally developed standards and frameworks. Our engagement with community stakeholders and Indigenous Peoples is guided by our Health, Safety, Environment and Community (HSEC) Management Standards, and our Social Management and Responsibility at Teck (SMART) tools. Engagement outcomes are reported to the Safety and Sustainability Committee of our Board of Directors and to our HSEC Risk Management Committee.

Engagement with Local and Indigenous Communities

All of our operations, exploration sites, projects and closed properties identify, prioritize and directly engage local and Indigenous communities. Our work in this area is focused on:

- Disclosing and appropriately communicating accurate and timely information
- Maintaining an open dialogue so all parties can fully understand each other's views and concerns
- Engaging in decision-making around our activities
- Collaborating on issues of mutual interest
- Creating social value and maintaining our ability to operate
- Understanding the potential impact of our activities on the rights of Indigenous communities

Those responsible for engagement with local communities and Indigenous Peoples are trained to conduct dialogue that is focused on building and maintaining relationships and addressing issues important to those communities. This helps enable engagement that is productive and constructive, and that directly contributes to the building and maintenance of long-term, trust-based relationships. Our engagement with our workforce, communities, civil society and Indigenous Peoples also supports our commitments to respecting human rights and Indigenous rights across Teck.

Table 1: Key Engagement Topics with Stakeholders and Indigenous Peoples Identified and Managed in 2020

Stakeholder	Description	Priority Engagement Topics in 2020	Learn More
Our Workforce	Union, non-union, full-time and part-time employees and contractors	• Health and safety strategies • COVID-19 response and support • Inclusion and diversity • Bargaining and collective agreements • New technology and opportunities for innovation	Pages 51, 80
Investors, Financial Institutions	Institutional investors, other equity holders, debt holders, banks and credit rating agencies	• Financial and operational performance • Social and environmental management • Climate change and carbon pricing • COVID-19 impact and response • Project execution • Capital allocation • Governance • Developments in financial markets • Sustainability-linked financial products	See the 2020 Annual Report for information on financial and operational performance
Communities	Indigenous communities, non-Indigenous communities, community-based institutions, and those outside of project- and site-affected communities	• Community investments, including those in response to COVID-19 • Water quality and/or availability • Health and safety • Dust, noise and vibration issues • Local procurement and employment • Participative community monitoring • Tailings management • Biodiversity management • Permitting activities	Pages 61, 68
Civil Society, Non-Governmental and Multinational Organizations	Regional, national and international organizations focused primarily on advocacy	• Community investment opportunities • Global development topics • Public health partnerships, including those in response to COVID-19 • Transparency on the payments we make to governments and others • Climate change and carbon pricing • Cultural heritage	Pages 19, 68, 100
Academic Institutions and Researchers	Academic institutions and research organizations	• Research partnerships, including those in response to COVID-19 • Training programs	Pages 68, 80
Governments	Local government bodies or institutions, provincial/ sub-national governments and national/federal governments	• Industry competitiveness • Climate change and carbon pricing • Innovation • Environmental management • Transportation regulations • International trade and development • Environmental regulatory and permitting reform • Taxation policy and reform	Pages 19, 100

Table 1: Key Engagement Topics with Stakeholders and Indigenous Peoples Identified and Managed in 2020

Stakeholder	Description	Priority Engagement Topics in 2020	Learn More
Indigenous Governments and Communities	Formal governance structures representing Indigenous communities and organizations, including businesses identified by Indigenous communities and traditional land users	• Traditional knowledge and land use • Indigenous rights and free, prior and informed consent • Agreement negotiation and implementation • Environmental aspects, including water quality and access • Economic opportunities • Reconciliation • Cultural heritage • Regulatory approvals • Implementation of the United Nations Declaration on the Rights of Indigenous Peoples • Community investment opportunities • Subsistence and local livelihoods	Pages 61, 68
Commercial Interests	Joint venture partners, large contractors and customers	• Logistics and transportation • Materials stewardship • Supply chain sustainability • Health and safety • Responsible mining practices • Technology and innovation	Pages 46, 51, 96
Industry Associations	Associations representing businesses (e.g., mining associations, sustainable business organizations)	• Regulatory issues • Social issues and best practices • Environmental management • Business competitiveness • Health and safety • Tailings management • Implementation of the United Nations Declaration on the Rights of Indigenous Peoples • Cultural heritage	Pages 29, 46, 51, 61, 68

Supporting the United Nations Sustainable Development Goals (SDGs)

Through our activities and initiatives, Teck is contributing to progress on the UN SDGs. 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:

An overview of the work Teck is doing to help address each of the 17 Sustainable Development Goals is available on our website.

Our Response to COVID-19

The global health crisis posed by COVID-19 has caused unprecedented impacts on companies, families and communities. In 2020, Teck implemented a number of robust measures to protect our workers and communities. We continue to engage health authorities, medical experts, technology companies, communities and our peers to provide the best possible protection and response.

Teck understands the importance of the health, safety and well-being of our employees, our contractors and the communities where we operate. We have implemented extensive measures across our operations and projects to prevent the spread of COVID-19, and we provide support to all our employees and local communities. Consistent with Teck's strong crisis management framework, including business resiliency and continuity plans, all Teck-managed operations continued to operate in 2020 with appropriate protocols in place. In all aspects of our response to COVID-19, we are following the most up-to-date direction from governments and public health authorities in each jurisdiction where we operate.

We have a comprehensive five-pillar approach to managing the risks and impacts of COVID-19.

Prevention | **Employee Support** | **Communities and Public Health** | **Business Continuity** | **Communication**

Prevention

Teck has implemented extensive preventive measures across our operations, projects and offices to safeguard the health of our employees and contractors. These include requiring masks to be worn, operating with reduced crew sizes, supporting physical distancing, implementing remote work wherever feasible, enhanced cleaning and disinfecting protocols, promoting personal preventive measures, and screening all employees, contractors and external visitors for risk factors and symptoms. See pages 55–56 in the Health and Safety section for a full description of preventive and mitigative measures in place.

Employee Support

We are focused on operating safely and responsibly, and on maintaining employment and economic activity to the extent possible during the COVID-19 pandemic. We expanded coverage of sick leave benefits for full-time employees to ensure anyone required to self-isolate remains eligible for sick leave benefits with no waiting period. We have also implemented new and expanded services to help support our people through the additional challenges created by COVID-19. This includes our Employee and Family Assistance Program that offers support services and crisis counselling, as well as other on-demand virtual medical and mental healthcare services. See page 84 in the Inclusion, Diversity and Our People section for a full list of employee engagement activities and support services.

Communities and Public Health

Teck is supporting critical social initiatives and increased healthcare capacity in areas where we operate. We created a $20 million fund that is supporting COVID-19 response and future recovery efforts. This includes funding for critical social initiatives and increased healthcare capacity, and an innovative partnership to test germ-killing copper on public transit in Metro Vancouver. See page 78 in the Relationships with Communities section for a full description of our community investments, engagement with communities and other supporting activities.

Business Continuity

COVID-19 significantly impacted our operations and product markets in 2020. As a result of the pandemic, in early 2020, we experienced temporary closure of a number of operations and reduced production. We also temporarily suspended active construction at our Quebrada Blanca Phase 2 (QB2) project. Despite the challenges presented by the pandemic, currently all Teck-managed operations continue to operate, with measures in place for preventing transmission of COVID-19. These measures follow best practices and guidance from health and government authorities.

All Teck activities continue to be underpinned by our focus on health, safety and sustainability leadership. Teck has established a COVID-19 Response Committee of senior executives, which is chaired by the Senior Vice President and

Chief Human Resources Officer, who reports regularly to the Board on COVID-19 response. We also have in place COVID-19 response teams at all of our operations and offices.

Throughout the current health crisis, we remain committed to responsible business practices in all aspects of our activities, including meeting the company-wide policies and commitments set out in our Code of Sustainable Conduct, Code of Ethics, Health and Safety Policy, Human Rights Policy, and other Teck policies and commitments. See page 85 in the Inclusion, Diversity and Our People section for more details on how we are working with our unions, and page 99 in the Supply Chain Management section for details on our supplier relations.

Communications

We provide regular updates to employees, including information on COVID-19 protocols and prevention. Our safety leadership campaign, *Stopping the Spread – It Starts with Me*, highlights employees speaking about what they are doing to stop the spread and help strengthen the culture of prevention across our sites. See page 84 in the Inclusion, Diversity and Our People section and page 56 in the Health and Safety section for more details.

We are also focused on providing timely and meaningful information to shareholders in a safe and responsible way. We have modified our shareholder communications in line with our COVID-19 precautionary measures and have encouraged our shareholders and others to participate virtually. See our 2021 Management Proxy Circular for more information.

Further information about our COVID-19 response and impacts to our material issues can be found within the following chapters of this report.

Chapter	Information
Health and Safety	Details on COVID-19 prevention protocols implemented at our sites
Relationships with Indigenous Peoples	Our support of Indigenous Peoples and communities through the COVID-19 pandemic, including donations and partnerships
Relationships with Communities	Our support of local communities through the COVID-19 pandemic, including donations and partnerships
Inclusion, Diversity and Our People	Details on how we have adjusted our operations and provided enhanced supports for our employees during the pandemic
Human Rights	Maintaining our commitments to human rights policies and procedures during the COVID-19 pandemic
Business Ethics	Our engagement and collaboration with governments during the pandemic

2020 Materiality Assessment

In this report, a material sustainability topic is one that reflects our company's most significant economic, environmental and social impacts, or one that could substantively influence the assessments and decisions of our stakeholders, in accordance with guidance from the Global Reporting Initiative (GRI).

The content of our annual sustainability reporting is determined through a detailed materiality assessment, which identifies and evaluates the most material sustainability topics for our business, and our stakeholders and Indigenous Peoples during the previous year and for the near-term future.

Our annual process for determining material sustainability topics follows a three-year cycle and involves three phases: identification, prioritization and validation. The first year involves intensive consultation and research to identify a full list of topics that is analyzed by internal experts and external stakeholders and validated by our senior management team. Sustainability topics in the mining industry are relatively consistent year over year, given the long-term nature of operations. As such, the second and third years build on the results from the first year, and the assessment is updated to reflect emerging issues.

Figure 1: Materiality Assessment Process

In 2020, we conducted a comprehensive materiality assessment and began a new three-year cycle. During the identification phase, we conducted research on trends in our industry and evaluated internal strategy documents, including the five-year plans for each of our business units and information compiled as part of the update of our sustainability strategy and goals. We also mapped our impacts and the boundary of our material topics across the value chain. In this phase, we identified 24 potentially material topics for review and prioritization.

For the prioritization phase, we remotely engaged with over 50 internal and external stakeholders and Indigenous Peoples through a survey to gather feedback on material topics. We also used more than 24 inputs such as industry publications, research and internal reports as further context around the current state of sustainability within Teck and the broader mining sector. In this phase, 24 sustainability topics were organized into 13 thematic areas prioritized as potentially meeting our threshold for reporting.

During the validation phase, the results of the materiality assessment are reviewed by members of Teck's senior management team and the Safety & Sustainability Committee of the Board of Directors.

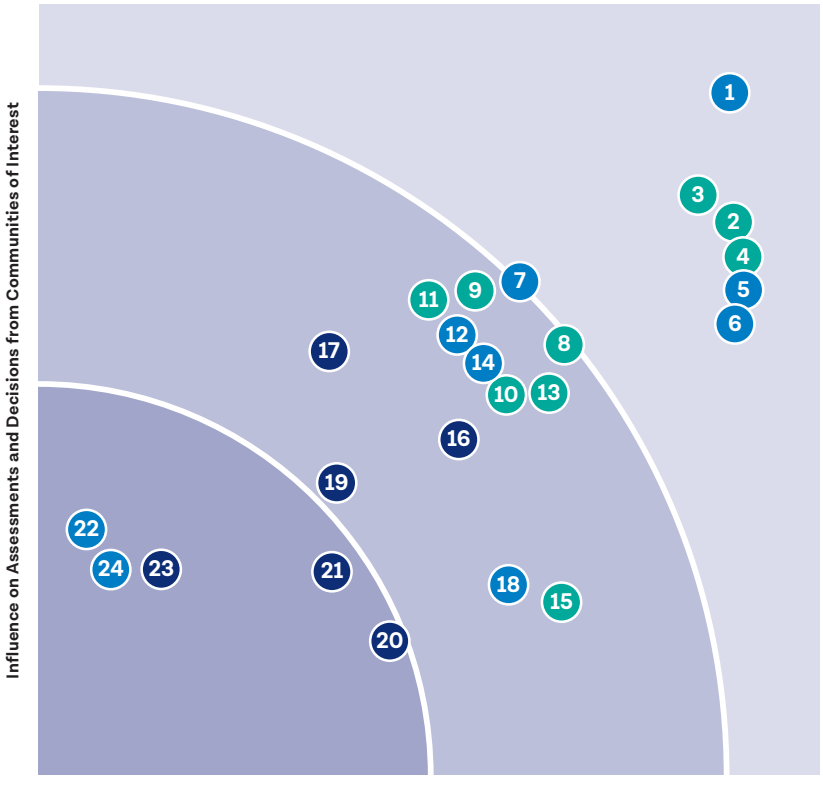
The 24 sustainability topics that were identified are outlined in the Materiality Matrix in Figure 2.

1. Health and safety
2. Tailings and mine waste
3. Low-carbon operations
4. Water quality
5. Indigenous relationships
6. Relationships with communities
7. Inclusion and diversity
8. Water scarcity
9. Reclamation and remediation
10. Low-carbon products
11. Impact on flora and fauna
12. Human rights
13. Air quality
14. Labour rights and collective bargaining
15. Product stewardship, material recycling and end-to-end materials
16. Power of governments
17. Readiness to innovate and adopt technology
18. Workforce of the future
19. Traceability of raw materials
20. Business ethics
21. Geopolitical uncertainty
22. Data privacy and cybersecurity
23. Supply base responsibility
24. Power of information/ social media/consumer relations

Of these 24 topics, those that were prioritized as meeting our threshold for reporting were organized into 13 thematic areas, listed below:

- Health and Safety
- Water Stewardship
- Relationships with Indigenous Peoples
- Relationships with Communities
- Climate Change
- Inclusion, Diversity and Our People
- Tailings Management
- Human Rights
- Air Quality
- Biodiversity and Reclamation
- Responsible Production
- Supply Chain Management
- Business Ethics

Figure 2: 2020 Materiality Matrix



Information about how we manage our material topics is available in the management approach information section on our website at teck.com/responsibility. While our annual performance related to material topics is stated in this report, the order of report chapters does not indicate the materiality ranking.

Water Stewardship

Pictured above: Employee at Greenhills Operations, Canada.

Water Stewardship

Water is an essential resource for people, communities and the environment. Water scarcity affects one-quarter of the world's population[1] and natural resource crises, including water, are among the top 10 global risks identified by the World Economic Forum's 2021 Global Risks Report.[2] Recognizing the importance of water, governments and companies are working to improve the management, protection and restoration of the world's fresh water ecosystems.

Water is also a critical input to the mining process, used in several activities including mineral processing, dust suppression, transport, and employee use. Mining can affect both the availability and the quality of water in surrounding environments, requiring careful planning and mitigation procedures to minimize these impacts.

Teck recognizes that water is essential to communities in the watersheds where we operate, that access to water is a fundamental human right and that responsible water management is essential to maintaining trust. We work to protect water quality downstream of our operations, improve water use efficiency, and engage with stakeholders and Indigenous Peoples on watershed management wherever we operate. We also operate in water-scarce regions such as Chile, and we work to minimize fresh water use in these regions. To address this, we have developed a strategic priority to transition to seawater or low-quality water sources for all operations in water-scarce regions by 2040. In 2020, we advanced construction of a desalination plant at our Quebrada Blanca Phase 2 (QB2) project, which will allow us to avoid using fresh water in this water-scarce region.

On water quality, we met our target of zero significant water-related incidents in 2020. We also continued to implement the Elk Valley Water Quality Plan at our steelmaking coal operations in southeast British Columbia. Major activities included the completion of the Elkview SRF water treatment facility expansion and the ongoing construction of the Fording River South water treatment facility. Teck has made significant progress towards achieving the objectives of the Elk Valley Water Quality Plan, a long-term approach to address the management of selenium and other constituents in the Elk Valley. For more information, see the Managing Water Quality in the Elk Valley section on page 14.

GRI Indicators and Topic Boundary

102-34, 303-103, 303-1, 303-2, 303-3, 303-4, 303-5, 306-3, 307-1

This topic is considered one of the most material by our shareholders, employees, local communities, regulators and society in the context of Teck's operations.

How Does Teck Manage This Topic?

Information about how we steward water, including relevant policies, our alignment to the ICMM water framework, management practices and systems, is available for download on our website.

[1] Updated Global Water Risk Atlas Reveals Top Water-Stressed Countries and States. World Resources Institute. 2019. [2] Global Risk Report 2021. World Economic Forum. 2021.

2020 Highlights

3.3 the number of times water is reused and recycled at mining operations

Up to **13%** reduction in fresh water use at our Chilean operations

Initiated commissioning of the **20-million-litres-per-day Elkview saturated rock fill (SRF) water treatment facility.**

Completion of **five operational water reviews** in accordance with our Water Governance Framework.

Our Performance in Water Stewardship in 2020

Our Targets and Commitments Teck is committed to responsible management of water resources, and to protecting water quality and water access where we operate. The following table summarizes our performance against our new sustainability strategy and goals for water stewardship.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Transition to seawater or low-quality water sources for all operations in water-scarce regions by 2040		
Goal: By 2025, design all development projects in water-scarce regions with a seawater or low-quality water source.	On track	Identified development projects located in water-scarce regions and assessed opportunities for transitioning to seawater or low-quality water sources.
Strategic Priority: Implement innovative water management and water treatment solutions to protect water quality downstream of our operations		
Goal: By 2025, implement new source control or mine design strategies and water treatment systems to further advance efforts to manage water quality at our operations.	On track	Advanced research and development of source control options and design of a full-scale source control project at Elkview. Implementation of new water treatment systems are underway or completed at Elkview, Fording River and Red Dog operations in 2020.

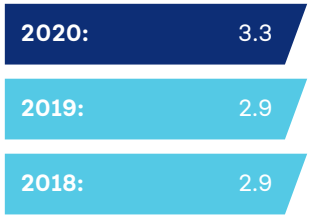
Key Performance Indicators

Indicator

Number of times water was reused and recycled at mining operations

Target

No target

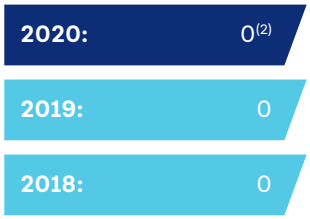


Indicator

Significant[1] water-related incidents

Target

Achieve zero significant water-related incidents each year



(1) Teck uses a risk management consequence matrix to determine incident severity, which includes environmental, safety, community, reputational, legal and financial aspects. "Significant incidents" includes incidents assessed as Level 4 or Level 5 based on our risk matrix and guidance.
(2) The fish decline in the Upper Fording River is not classified as a significant water-related incident in accordance with our incident reporting system as it has not been connected to a specific incident under our control. However, the decline is a significant event that Teck is taking very seriously and we are fully committed to a thorough and extensive evaluation of cause and implementation of the comprehensive recovery plan.

Managing Water Quality in the Elk Valley

In 2020, we continued to advance the Elk Valley Water Quality Plan ("the Plan"), a long-term approach to address the management of selenium and other substances released by mining activities throughout the Elk Valley watershed. The Plan was approved in 2014 by the B.C. Minister of Environment and developed in cooperation with governments in Canada and the U.S. as well as with Indigenous groups, communities, independent scientific experts and others. The goal of the Plan is to stabilize and reverse the trend of mine-related substances and to maintain the health of the watershed while allowing for continued sustainable mining in the region where our steelmaking coal operations are located. The Plan is among the largest water quality management programs in the world, and Teck is making significant progress in advancing the Plan and ultimately protecting the Elk Valley watershed.

The Plan establishes short-, medium- and long-term water quality targets, which are protective of the environment and human health, for selenium, nitrate, sulphate and cadmium, as well as a plan to manage calcite formation. In 2020, we continued to implement a range of practices and mitigation projects as part of the Plan, including expanding our use of liners for explosives to reduce nitrate generated from blasting, doubling the capacity of SRF treatment facilities and advancing construction of the Fording River South Water Treatment Facility into the commissioning phase.

For information on our management of water quality in the Elk Valley, see our website.

Monitoring Aquatic Health

Teck conducts ongoing aquatic health studies and monitoring in the Elk Valley. Making this information broadly available helps advance community knowledge and understanding, and can accelerate the pace of scientific progress and innovation. This includes regular water quality sampling at approximately 100 stations in the Elk Valley. Monitoring shows that selenium concentrations have been reduced downstream of our water treatment facility at Line Creek. We expect further significant reductions as the Fording River South and Elkview SRF treatment facilities come online.

Fish census data obtained in late 2019 showed unexpected and substantial reductions in populations of westslope cutthroat trout in the upper Fording River, which is located in the area of our Fording River and Greenhills operations in the Elk Valley. In early 2020, Teck immediately established an Evaluation of Cause Team of external experts who are investigating to determine whether the reductions are associated with water quality issues, flow conditions, habitat availability, predation, other natural causes or a combination of these factors. The external team is expected to deliver a report in mid-2021. Teck has been committed to a transparent process and has been meeting on a biweekly basis with the Ktunaxa Nation Council (KNC) and government regulators to discuss the work in this area.

During 2020, we also developed and implemented short-term recovery actions to improve fish habitat and support recovery. We took precautionary measures to limit handling and sampling of fish, and to limit water use at our operations during low-flow periods. A comprehensive recovery plan is in development.

This fish decline is not classified as a significant water-related incident in accordance with our incident reporting system, as it has not been connected to a specific incident under our control. However, the decline is a significant event that Teck is taking very seriously and we are fully committed to a thorough and extensive evaluation of cause and implementation of the comprehensive recovery plan.

Annual reports about our ongoing monitoring programs, which are prepared by professional scientists, reflect data generated since the Elk Valley Water Quality Plan was approved. The reports have been reviewed by the Environmental Monitoring Committee (EMC), a group that provides science-based and Ktunaxa traditional knowledge advice and input to Teck and the B.C. Ministry of Environment and the Climate Change Strategy regarding monitoring designs and reports in the Elk Valley. The EMC includes representatives from the Ministry of Environment and Climate Change Strategy; Ministry of Energy, Mines, and Low Carbon Innovation; KNC; Interior Health Authority; and Teck, as well as an independent scientist. Read the 2020 EMC Report available at teck.com/media/2020-EMC.pdf

Water Treatment Facilities

In 2020, we continued to advance construction of several water treatment facilities to expand our ability to treat and protect water quality. The West Line Creek water treatment facility is operating and successfully treating up to 7.5 million litres of water a day, and our first SRF facility has been successfully treating up to 10 million litres of mine-affected water per day at Elkview Operations. At the end of 2020, we were commissioning an expansion that will double treatment capacity at the Elkview SRF facility to 20 million litres per day, and we are building a new tank-based treatment plant at our Fording River Operations, which will have the capacity to treat 20 million litres of water per day operating at full capacity. A fourth water treatment facility has also begun construction at Fording River Operations. In 2021, we expect to have capacity to treat up to 47.5 million litres per day; we expect further significant reductions of selenium and nitrate as the Fording River and Elkview facilities come online.

The pace of construction of water treatment facilities has been hindered by challenges related to the treatment technology and, more recently, as a result of COVID-19. While we have recorded non-compliances relative to the permit limits established by the Elk Valley Water Quality Plan as a result of the pace of construction, we are seeing positive results from our efforts: the SRF technology is achieving near-complete removal of selenium and nitrate, and we are now seeing reductions in selenium concentrations downstream of the Line Creek treatment facility.

Capital spending in 2020 on water treatment was $266 million. Capital spending in 2021 on water treatment and water management is estimated to be approximately $255 million. From 2022 to 2024, we plan to invest an additional $300 to $400 million of capital on water management and water treatment. In addition, the aggregate cost of the incremental measures required under the October 2020 Direction issued by Environment and Climate Change Canada, outlined below, are preliminarily estimated at $350 to $400 million between 2021 and 2030.

Reducing Nitrate in Blasting

Our comprehensive research and development program has led to the creation of a new nitrate reduction technique that uses liners to prevent nitrate-containing explosives from coming into contact with water, which significantly reduces the amount of nitrate lost to the environment. This technique was successfully piloted in 2019, and further implemented throughout our operations in the Elk Valley in 2020. We continue to work towards a target of having 95% of all explosives being placed into lined holes.

Research and Development

Teck is focused on continued research and development to improve water performance in the short and long term. Examples of this work include:

- **Source control:** Aggressively pursuing the use of source control alternatives in our mined rock facilities including the addition of suboxic layers and constructing mined rock facilities to limit air entry and the corresponding natural reactions that generate constituents of interest
- **Alternative water treatment technologies:** Exploring the use of smaller water treatment facilities that can be built much closer to points of discharge and evaluating emerging treatment technologies that target mine water constituents of interest
- **Mined rock covers:** Evaluation of different forms of covers, ranging from vegetative to geomembrane covers, for mined rock piles
- **Diversions:** Assessing the contribution of diversions to water quality performance through the construction and monitoring of the Kilmarnock Creek Diversion at the Fording River Operations

Community Engagement on Water

Access to clean and sufficient water by users in our areas of influence is important to us and to our stakeholders. When implementing our water management practices, we consider and engage with other water users in the watersheds where we operate. In 2020, we engaged with local communities and Indigenous Peoples in the Elk Valley to share updates on our work on water quality in the watershed, as well as new technologies being implemented to improve water quality.

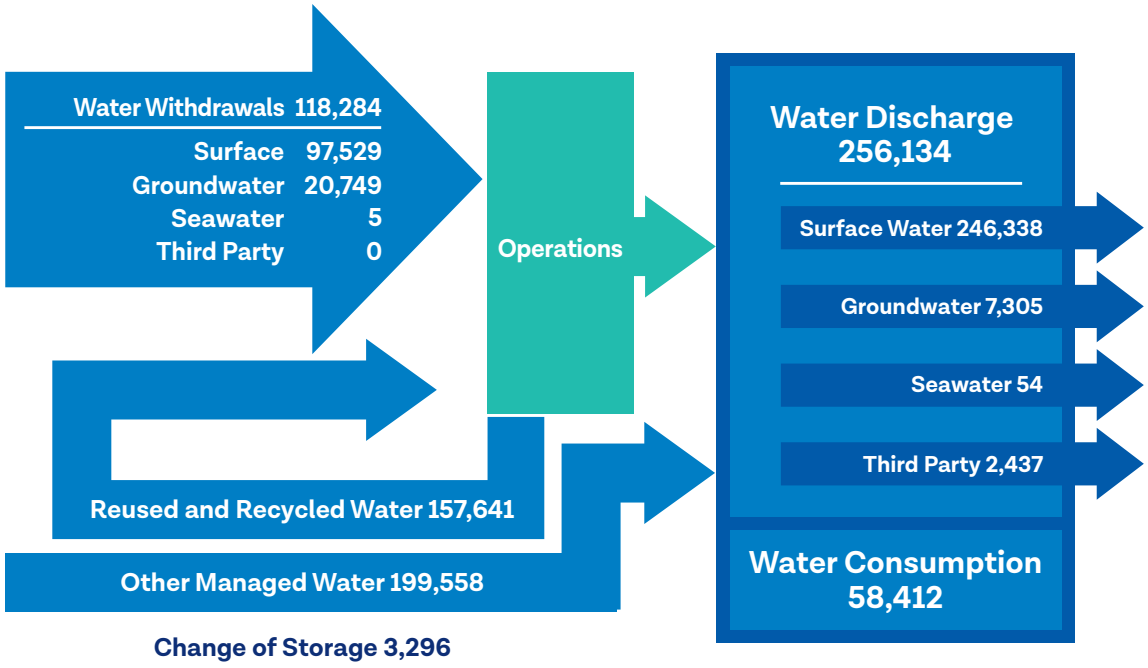
Improving Water Efficiency

We monitor water data at all of our operations and incorporate the data into scenario planning using site-wide water balances.[3] The company-wide water balance is the aggregation of all of the site-wide water balances; it is complex, due to the variability of natural factors such as rainfall, snowmelt, and the diversity of the climates and geological conditions where our operations are located. Understanding our site-wide and company-wide water balances is key to improving water management practices and to enabling better decision-making.

In 2018, we updated our water data collection and reporting to align with the ICMM's *A practical guide to consistent water reporting*. Our detailed water data is provided in our 2020 Sustainability Performance Data spreadsheet.

At Teck, we use water primarily for material processing and transport, cooling and dust control. A portion of the water we use is consumed through entrainment in our products and tailings or through evaporative processes. The water we use is typically obtained from where our operations interface with surface water and groundwater systems, and we are transitioning to seawater sources in water-scarce regions such as northern Chile. We manage and discharge a significant amount of water without use and we discharge this water as close as practical to the source location. The water we discharge is monitored and treated where necessary.

Figure 3: Company-Wide Operational Water Balance – Megalitres (ML)



Water withdrawal: All water that enters the operational water system and is used to supply the operational water demands.

Other managed water: Water that is actively managed without intent to supply the operational water demands.

Water discharge: Water that is released back to the water environment or to a third party.

Water consumption: Water that is permanently removed, by evaporation, entrainment (in product or waste) or other losses and not returned to the water environment or a third party.

Reused and recycled water: Water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Change in water storage: The net change (positive or negative) in the volume of water stored over the accounting period; a positive number indicates water accumulation and a negative number indicates water reduction.

Types of Water

Surface water: Water from precipitation and runoff that is not diverted around the operations; includes water inputs from surface waterbodies that may be located within the boundaries of our operations.

Groundwater: Water from beneath the earth's surface that collects or flows in the porous spaces in soil and rock that is not diverted around the operations.

Third-party sources: Water supplied by an entity external to the operation, such as from a municipality; we do not use wastewater from other organizations.

Seawater: Water obtained from a sea or ocean.

[3] Site-wide water balances provide an understanding of water withdrawals, consumption, reuse/recycle and discharge volumes at each operation. Water balances are developed using a mix of measurements and modelling computation.

In 2020, the number of times water was reused and recycled, expressed as the ratio of water reused and recycled to water withdrawals, was 3.3 at our mining operations. This means that we reused the same water approximately 3.3 times on average before treating and returning it to the environment.

Trail Operations accounts for 60% of our water withdrawals. Almost all the water used at Trail Operations is for cooling purposes, meaning that it does not come into contact with chemicals or reagents, and the only change it undergoes is a slight increase in temperature before being returned to the environment within regulatory-approved conditions. In 2020, our water withdrawals were lower than in 2019. At our mining operations, we processed less ore and raw coal in 2020, resulting in a proportional reduction of water withdrawals.

Actions taken to achieve our target of reducing fresh water use in Chile by 15% resulted in the reduction of our fresh water use by up to 13% in 2020. Our total water consumption in areas with water stress[4] was 11,528 ML in 2020. Additional water data is provided in our 2020 Sustainability Performance Data spreadsheet.

Table 2: Water Withdrawals and Water Reused and Recycled – Megalitres (ML)

All operations	**2020**	**2019**	**2018**	**2017**
Water withdrawals (ML)	**118,284**	127,018	128,146	115,368
Water reused/recycled (ML)	**157,641**	148,914	174,688	176,563
Mining operations				
Water withdrawals (ML)	**47,739**	51,954	60,003	44,225
Water reused/recycled (ML)	**157,641**	148,914	174,688	176,563
Number of times water is reused and recycled (ratio of reused/recycled and withdrawals)	**3.3**	2.9	2.9	4.0

Case Study: Improving Water Quality in the Elk Valley with New Treatment Facilities

Since 2014, Teck has been implementing the Elk Valley Water Quality Plan to ensure the ongoing health of the watershed while allowing continued responsible mining in the region. In 2020, we met significant milestones on several key water treatment projects. Our first water treatment facility at Line Creek is successfully treating up to 7.5 million litres of water per day. We are applying what we have learned in building the Active Water Treatment facility at our Fording River Operations, which is currently under construction and scheduled to be completed in 2021. We are also building on the initial successes of our Saturated Rock Fill (SRF) technology, a nature-inspired water treatment solution that effectively removes compounds such as selenium and nitrate from water. In 2020, we completed a project to double the treatment capacity of the Elkview SRF facility, and by 2021, we expect to have capacity to treat up to 47.5 million litres of water per day, nearly two and a half times our 2020 treatment capacity. Read the full case study at teck.com/news/stories.

[4] Water-stressed areas lack the ability to meet human and ecological demands for fresh water. Water stress components include water availability, quality and accessibility. The proportion of sites in water-stressed areas is 20%.

Water-Related Compliance

Non-Compliances and Significant Water-Related Incidents

We continue to implement the water quality improvement measures identified in the Elk Valley Water Quality Plan. The pace of construction of some of the water treatment facilities has been hindered by challenges related to the treatment technology and, more recently, as a result of COVID-19. As a result of the slower-than-anticipated pace of construction, we have recorded non-compliances relative to certain of the permit limits in the Elk Valley. To address these non-compliances, we are aggressively advancing construction of several water treatment facilities and we are implementing other water quality improvement measures in parallel, such as reducing nitrate from blasting, and accelerating research and development projects in the areas of source control, diversions and mined rock cover systems.

We assess the severity of environmental incidents based on the potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant water-related incidents in 2020.

Litigation

Teck continues studies under the 2006 settlement agreement with the U.S. Environmental Protection Agency (EPA) to conduct a remedial investigation on the Upper Columbia River in Washington state. The Lake Roosevelt litigation involving Teck in the Federal District Court for the Eastern District of Washington continues. In December 2012, on the basis of stipulated facts agreed between Teck and the plaintiffs, the Court found in favour of the plaintiffs in phase one of the case, issuing a declaratory judgment that Teck is liable under the *Comprehensive Environmental Response, Compensation, and Liability Act* for response costs, the amount of which will be determined in later phases of the case. A hearing with respect to natural resource damages and assessment costs is expected to follow completion of the remedial investigation and feasibility study being undertaken by Teck. For more information, see pages 113–115 of our 2020 Annual Information Form.

Charges, Fines and Penalties

During the third quarter of 2018, Teck received notice from Canadian federal prosecutors of potential charges under the *Fisheries Act* in connection with discharges of selenium and calcite from steelmaking coal mines in the Elk Valley. Since 2014, compliance limits and site performance objectives for selenium and other constituents as well as requirements to address calcite in surface water throughout the Elk Valley and in the Koocanusa Reservoir have been established under a regional permit issued by the provincial government, which references the Elk Valley Water Quality Plan. If federal charges are laid, potential penalties may include fines as well as orders with respect to operational matters. Discussions with respect to the draft charges continue. In October 2020, Environment and Climate Change Canada issued a Direction under the *Fisheries Act* to Teck Coal Limited, setting out measures to be taken to improve water quality and prevent calcite deposition in the Elk Valley that are complementary to measures already included in the Elk Valley Water Quality Plan being implemented by Teck.

Climate Change

Pictured above: Employee at solar field, North of Chile.

Climate Change

In 2020, the importance of taking critical action to limit global climate change continued to grow. The World Economic Forum's 2021 Global Risks Report ranked climate action failure as a top risk by impact and likelihood.[5] In response to this imperative, 2020 saw increasing calls for action from investors, regulators and others. Ambitious climate commitments were made as governments and companies aligned themselves with the Paris Agreement, supporting the transition to a low-carbon economy.

Metals and minerals are essential to the technologies and infrastructure required for the low-carbon transition. At Teck, we recognize the role we play in taking decisive action on climate change. We are a signatory to the Paris Pledge for Action and are working to reduce emissions at our operations, advocate for effective climate policies and responsibly produce the metals, minerals and energy that are essential for building the technologies and infrastructure needed to transition to a low-carbon economy. The copper growth from our QB2 project will, over time, help to rebalance our portfolio to become a majority green metals producer. In early 2020, we set a strategic priority to be a carbon-neutral operator by 2050, and we are working towards milestone climate targets to support this goal. Our Portfolio Resilience in the Face of Climate Change report aligns with the Task Force on Climate-related Financial Disclosure (TCFD) guidelines, providing an analysis of Teck's climate risks and opportunities, and outlines the potential implications of three climate-related scenarios for our business, looking forward to 2040. In 2020, we continued to manage the physical impacts of climate change, including water storage and discharge challenges at our Red Dog Operations related to thawing permafrost in the region.

GRI Indicators and Topic Boundary

201-2, 302-103, 302-1, 302-3, 302-4, 305-103, 305-1, 305-2, 305-3, 305-4, 305-5

This topic is considered one of the most material by our shareholders, local communities, regulators and society in relation to Teck's sites, power providers, service providers and customers.

How Does Teck Manage This Topic?

Information about how we manage greenhouse gas emissions and energy use, including relevant policies, management practices and systems, is available for download on our website.

[5] Global Risk Report 2021. World Economic Forum. 2021.

2020 Highlights

288 terajoule (TJ) reduction in energy use

414 kilotonne (kt) reduction in greenhouse gas (GHG) emissions since 2011

Set an objective to be **carbon neutral across all operations and activities by 2050.**

Entered into a power purchase agreement that will provide **118 megawatts (MW) of renewable power at our Quebrada Blanca Phase 2 (QB2) project,** starting in 2022; this will avoid approximately 800,000 tonnes of GHG emissions annually.

Entered into long-term power purchase agreements to provide **100% renewable power for Teck's Carmen de Andacollo Operations (CdA)** in Chile, reducing our GHG emissions by approximately 200,000 tonnes annually.

Successfully concluded **a pilot project of two electric passenger buses** for crew transportation at our steelmaking coal operations.

Our Performance in Climate Change in 2020

Our Targets and Commitments Teck is committed to climate action as outlined in our Climate Change Policy. The following table summarizes our performance against our new sustainability strategy and goals for climate change.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Be a carbon neutral operator by 2050		
Goal: Reduce the carbon intensity of our operations by 33% by 2030.	On track	Procured 100% renewable energy at CdA, which will eliminate approximately 200,000 tonnes of GHG emissions annually. Entered into a power purchase agreement to procure over 50% of operational energy at QB2 from renewable sources starting in 2022, avoiding approximately 800,000 tonnes of GHG emissions annually. Initiated the development of a Carbon-Reduction Technology Roadmap, which will be advanced to site-level net-zero plans in 2021.
Goal: Procure 50% of our electricity demands in Chile from clean energy by 2025 and 100% by 2030.	On track	
Goal: Accelerate the adoption of zero-emissions alternatives for transportation by displacing the equivalent of 1,000 internal combustion engine (ICE) vehicles by 2025.	On track	Engaged with industry partners, equipment manufacturers and other suppliers on zero-emission mining fleets. Purchased electric pit buses for Elkview Operations. Implementation was delayed due to COVID-19-related manufacturing shutdowns. Conducted scoping and feasibility studies for electric vehicle use at sites and commenced a study on hydrogen production pathways. Tested electric vehicles and other equipment for opportune charging strategies and effective vehicle operating ranges.

Key Performance Indicators

Indicator
Energy consumption[1]

2020: Reduced 288 TJ
2019: Reduced 249 TJ
2018: Reduced 88 TJ[2]

Indicator
GHG emissions by direct CO_2e[1]

2020: Reduced 117 kt
2019: Reduced 8 kt
2018: Reduced 8 kt

Indicator
Energy use from non-carbon-emitting sources

2020: 28%
2019: 26%
2018: 27%

(1) Values indicate year on year reduction
(2) Figures have been restated due to improvements in calculations.

Teck's Road Map to Carbon Neutrality

We have a strong track record of taking action to reduce our carbon footprint and improving energy use at our operations. Teck's progress on reducing carbon emissions and supporting climate action to date includes:

- 88% of all electricity use sourced from renewable, zero-carbon power sources
- Implemented projects that reduced GHG emissions by 414 kt at our operations since 2011
- Among the world's lowest carbon intensities for our steelmaking coal, copper, and refined zinc and lead production[6]
- Signatory to the Paris Pledge for Action and member of the Carbon Pricing Leadership Coalition, actively advocating for a global price on carbon
- Increasing transparency on climate disclosure by formally supporting the TCFD, reporting annually to the Carbon Disclosure Project (CDP) and engaging with investor organizations such as Climate Action 100+
- Sourcing 100% renewable energy at CdA starting in 2020, which will eliminate approximately 200,000 tonnes of GHG emissions annually
- Sourcing over 50% of operational energy at QB2 from renewable sources, starting in 2022, avoiding approximately 800,000 tonnes of GHG emissions annually
- Collaborating with the International Council of Mining and Metals (ICMM) to reduce GHG emissions from large mobile mining equipment
- Costing carbon pricing into the majority of our business since 2008 and managing carbon exposure; six of our nine active operations in 2020 were covered by carbon pricing

In 2020, Teck set a target of achieving carbon neutrality across our operations and activities by 2050. We have set out an initial road map — with corresponding 2025 and 2030 goals — to achieve carbon neutrality by first avoiding emissions altogether where possible and if not possible, then eliminating or minimizing emissions. This will involve looking at alternative ways of moving materials at our mines, using cleaner power sources and implementing efficiency improvements, among other measures.

For Teck, four major areas of emissions present opportunities for decarbonization: power supply, mobile equipment, stationary combustion and process emissions, and fugitive methane emissions. To decarbonize these emission sources and ultimately achieve our goal of carbon neutrality, we are prioritizing activities to deliver cost-competitive reductions, setting ourselves on the path to tackle our most material sources of emissions first. We are actively evaluating existing solutions and monitoring emerging technologies to determine the current and future viability of options. In 2020, we made progress in two of these areas: renewable energy and mobile equipment emissions.

In 2020, we achieved several significant milestones for renewable energy use. We entered into a long-term power purchase agreement to source 72 megawatts (MW) of energy at CdA in Chile starting in 2020, providing 100% of CdA's power requirements through renewable energy. We also signed a power purchase agreement that will provide 118 MW of renewable power at QB2, enabling the transition to renewable energy for approximately half the power required for the operation of QB2. Taking advantage of these opportunities will allow us to displace fossil fuel power previously sourced for both operations, eliminating approximately 200,000 tonnes of GHG emissions annually at CdA, and approximately 800,000 tonnes of GHG emissions at QB2.

On mobile equipment emissions, we advanced projects in 2020 to assess the viability of electric vehicles at our sites. This included testing of electric gravel trucks and reseeding vehicles, as well as concentrate hauler vehicles operated by our service providers at Highland Valley Copper (HVC)

[6] Barclays Research; Teck. 2017.

Operations. We also continued to support the ICMM Innovation for Cleaner, Safer Vehicles initiative, to accelerate the development of low-GHG mining vehicles. See more below in our Spotlight on Electrification at Teck.

To work towards our goal of carbon neutrality, we also continue to evaluate, monitor and advance opportunities to:

- Use lower-emission alternatives for stationary combustion processes (e.g., steelmaking coal dryers)
- Assess the potential for using emerging technologies such as carbon capture and storage
- Work with industry partners (ICMM, etc.) to advance carbon-reduction technologies for mining

Case Study: Spotlight on Electrification at Teck

Shifting to electric-powered mining equipment presents an opportunity for the mining industry to reduce mine site carbon emissions. However, the path to decarbonizing equipment is not without challenges. We remain committed to overcoming these barriers through collaboration across our industry, piloting the latest technology, and staying agile to take advantage of low-carbon technologies as they emerge.

In 2020, we continued our work with the ICMM's Innovation for Cleaner, Safer Vehicles initiative. This initiative brings together 27 of the world's leading mining companies and equipment manufacturers to develop a road map for scaling up low-GHG mining equipment.

At our own sites, we are advancing several projects to assess the viability of electric mobile equipment. In 2020, at our Highland Valley Copper Operations we trialled an electric boom truck designed for underground operation. At our Elk Valley operations we continue to implement the electric crew bus pilot project, with promising results. These projects and more help us work towards our goal to be a carbon-neutral operator by 2050. Read the full case study at teck.com/news/stories.

Our GHG Emissions in 2020

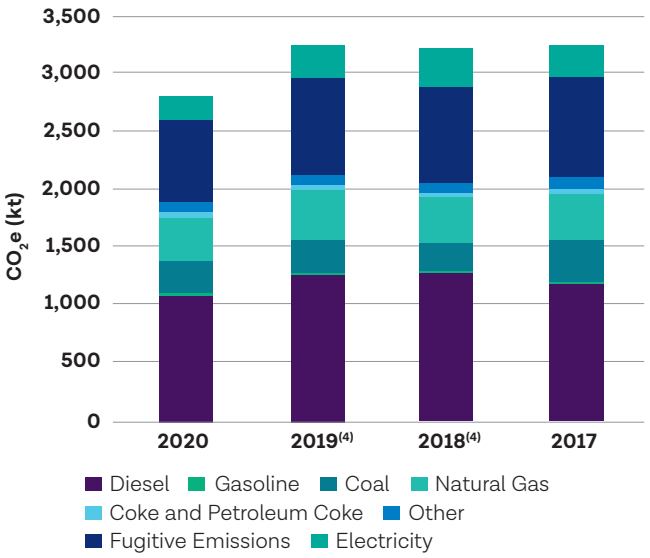
As shown in Figure 4, Scope 1 (direct) GHG emissions are those that occur from energy sources that are owned or controlled by the company. Scope 2 (indirect) GHG emissions are those that occur from the generation of purchased electricity consumed by the company and that physically occur at the facility where electricity is generated.

In 2020, our total GHG emissions (Scope 1 and Scope 2), as carbon dioxide equivalent (CO_2e), were 2,795 kt, compared to 3,235 kt in 2019. Of those totals, our direct (Scope 1) GHG emissions were 2,582 kt in 2020, compared to 2,946 kt in 2019. We estimate our indirect (Scope 2) GHG emissions associated with electricity use for 2020 to be 213 kt, or approximately 8% of our total emissions. A portion of the emissions reductions during 2020 were due to temporary operational disruptions related to COVID-19. While we are aware that this is likely a material impact on our emissions, we cannot accurately distinguish the exact reductions attributable to our carbon reduction activities or temporary operation disruptions.

Our largest source of Scope 1 emissions is from fuel consumed by mobile equipment. The majority of our Scope 2 emissions are associated with our CdA and Quebrada Blanca (QB) operations, as the electricity supply in Chile is based on higher proportions of fossil fuels. Elsewhere, our indirect emissions were relatively small, as our operations in B.C. obtain the majority of their electricity from hydroelectric generation. Scope 3 emissions are other emissions that arise from sources owned or controlled by other entities within our value chain, such as those arising from the use of our products, business travel by employees and the transportation of materials that we purchase and sell. In 2020, our most material Scope 3 emissions were 64,000 kt, which were from the use of our steelmaking coal product by our customers.

In 2020, we introduced updates to our GHG quantification methodologies that have resulted in restatements of our historical figures.

Figure 4: Scope 1 and Scope 2 GHG Emissions by Fuel Type[1],[2],[3]



(1) For electricity emissions in Canada, the emission factors use 2010 as a base year and are based on the most recent version of the Canadian National Inventory Report.
(2) Fugitive emissions from our coal operations (i.e., estimated methane release) are captured as direct emissions. For fugitive emissions, the emission factors use 2010 as a base year and are based on the most recent version of the Canadian National Inventory Report.
(3) Emissions are stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.
(4) Some 2019 and 2018 figures have been restated due to improvements in calculations. See our Sustainability Performance Data Spreadsheet for the full data set.

Table 3: Total Emissions (kilotonnes CO_2e)[1],[2]

	2020	2019	2018	2017
Total Emissions — Direct (Scope 1)	**2,582**	2,946[3]	2,869	2,954
Total Emissions — Indirect (Scope 2)	**213**	289[3]	339[3]	284
Total Emissions (Scope 1 + Scope 2)	**2,795**	3,235[3]	3,208[3]	3,238
Total Emissions — Scope 3 (Use of coal product sold)	**64,000**	73,000	76,000	78,438

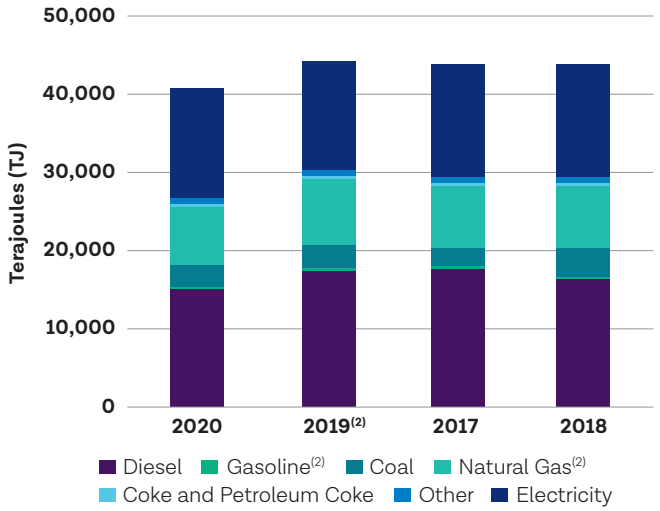
(1) Teck's quantification methodology for our Scope 1 and Scope 2 emissions is aligned with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
(2) Emissions are stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.
(3) Some 2019 and 2018 figures have been restated due to improvements in calculations. See our Sustainability Performance Data Spreadsheet for the full data set.

Positioning Teck to Thrive in the Low-Carbon Economy

Energy Use and Reduction

In 2020, we consumed a total of 40,766 TJ of energy (i.e., electricity and fuels), as compared to 44,213 TJ in 2019, as shown in Figure 5. In 2020, six of our operations (Elkview, Fording River, Greenhills, Line Creek, Highland Valley Copper and Quebrada Blanca) reduced their absolute energy consumption from 2019. Collectively, projects implemented in 2020 have reduced annual energy consumption at our operations by 288 TJ — enough to power 2,673 homes for a year. Since 2011, our efforts have resulted in reduction projects totalling 2,757 TJ of savings.

Figure 5: Energy Consumption by Type[1]

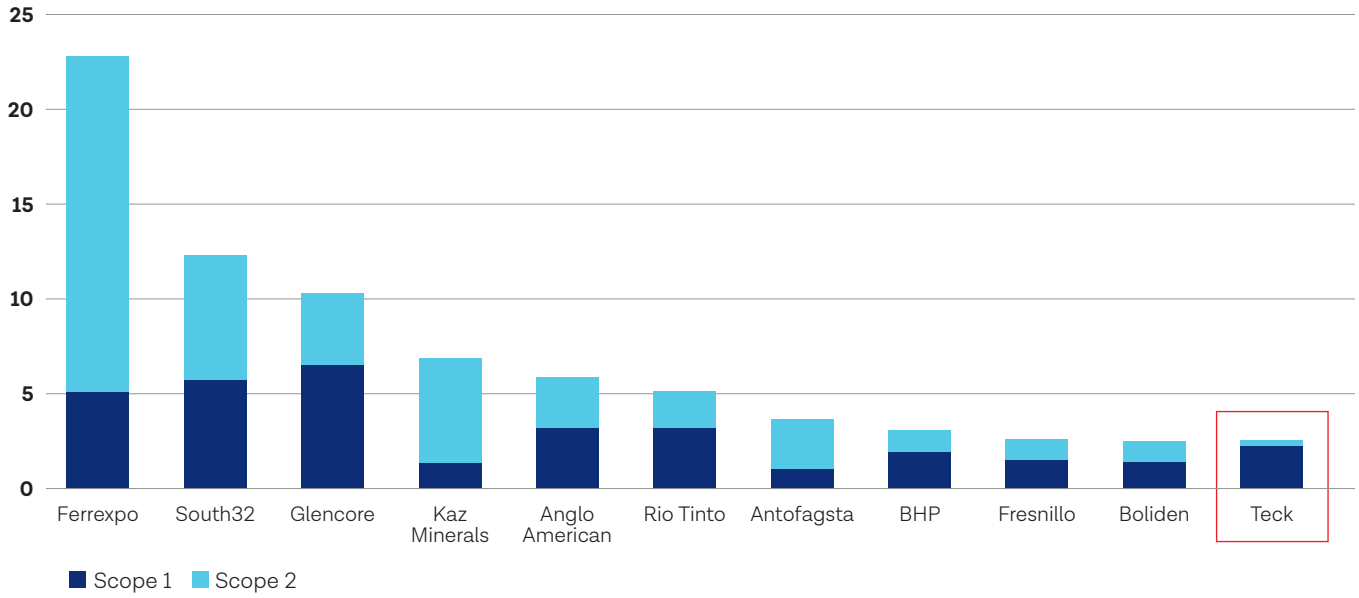


(1) Other includes propane, waste oil, fuel oils and other process fuels.
(2) Some 2019 figures have been restated due to improvements in calculations. See our Sustainability Performance Data Spreadsheet for the full data set.

In 2020, approximately 28% of our energy requirements (i.e., electricity and fuels) were supplied by non-carbon-emitting sources, primarily hydroelectricity, compared to 26% in 2019. Of our total electricity consumption in 2020, 88%, or 12,292 TJ, was from renewable energy sources, the majority of which is hydroelectricity.

In Figures 8 to 10, we outline our energy intensity, or the amount of energy used per tonne of product, as well as the carbon intensity. Given the breadth of different commodities produced by diversified resource companies, GHG emissions performance may also be reported on a copper equivalent basis, where all products are converted to a copper equivalent to allow for comparability across companies. As shown in Figure 6, based on a 2017 report by Barclays, our peers in this category ranged from 2.52 to 22.90 t CO_2e/t CuEq. In 2020, Teck's carbon intensity was 2.7 t CO_2e/t CuEq. Our goal is to continue to improve the carbon intensity of our operations and future projects.

Figure 6: Scope 1+2 Emissions per Copper Equivalent Ranking (tCO_2e/t CuEq)[1]



(1) Source: Barclays Research; Teck. The most recent peer data available is from 2017. Our relative position in 2020 may have changed since then.

Case Study: Decarbonizing our Operations in Chile with Renewable Energy

At Teck's Chilean operations, the majority of electricity has historically been procured from facilities using conventional sources like coal and natural gas. By increasing our use of renewable energy, we can reduce our Scope 2 greenhouse gas (GHG) emissions while creating potential for long-term savings on energy costs. In 2020, we set ambitious goals for our Chilean operations: to procure 50% of our electricity from clean energy by 2025, and 100% by 2030. These goals act as short-term milestones towards our aspiration to achieve carbon neutrality by 2050. At QB2 and CdA, work is well underway to achieve these goals. In early 2020, QB2 restructured part of its power agreement with AES Gener to increase the project's use of renewable energy to 118 megawatts (MW) starting as early as 2022. Once in effect, more than 50% of QB2's total operating power needs will be from renewable sources, including wind, solar and hydroelectric energy. In addition to this, in September 2020, Teck entered into a long-term power purchase agreement to provide 100% renewable power at CdA. Under the agreement, CdA is sourcing 72 MW (550 gigawatt hours per year) from AES Gener's growing renewable portfolio. Read the full case study at teck.com/news/stories.

Figure 7: Teck Carbon Intensity on a Copper Equivalent[1] Production Basis

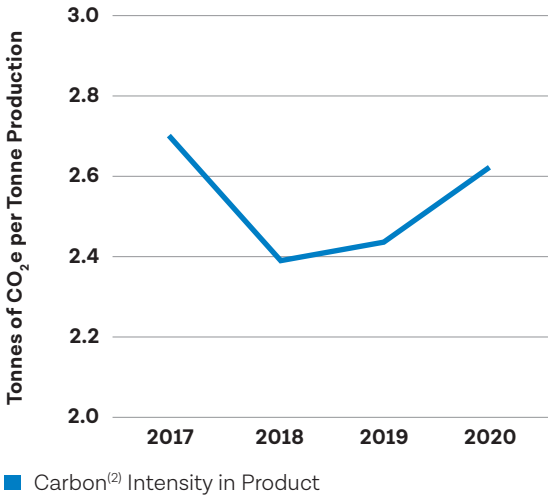
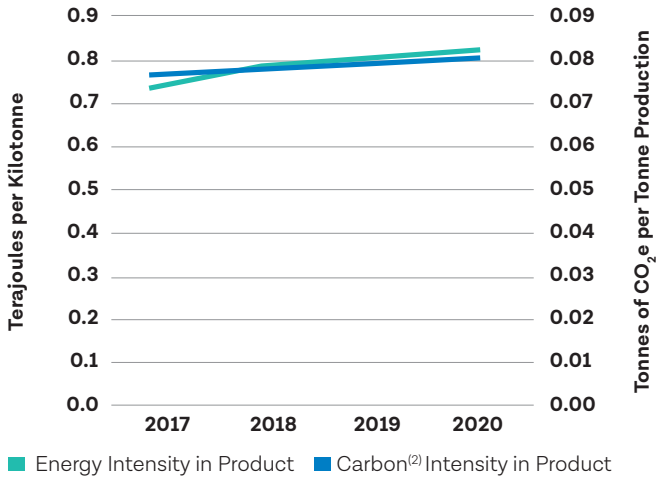


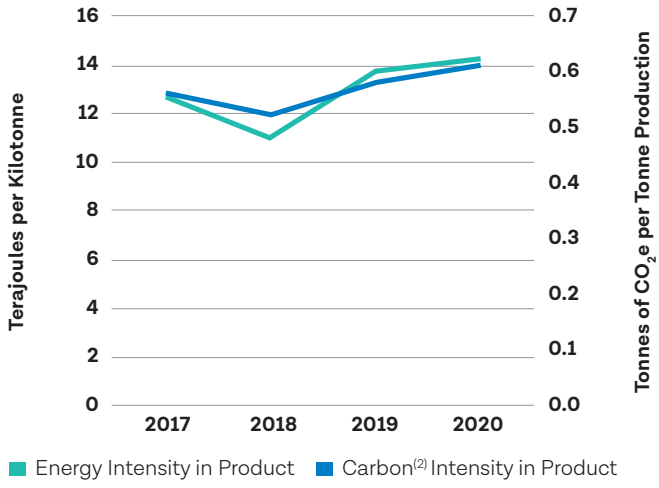
Figure 7 demonstrates Teck's carbon intensity, which includes total Scope 1 and 2 emissions as reported above against a tonne of copper equivalent. We have used this metric — intensity per tonne of copper equivalent — in order to provide a single carbon intensity metric for the organization as a whole.

Figure 8: Steelmaking Coal Production Intensity



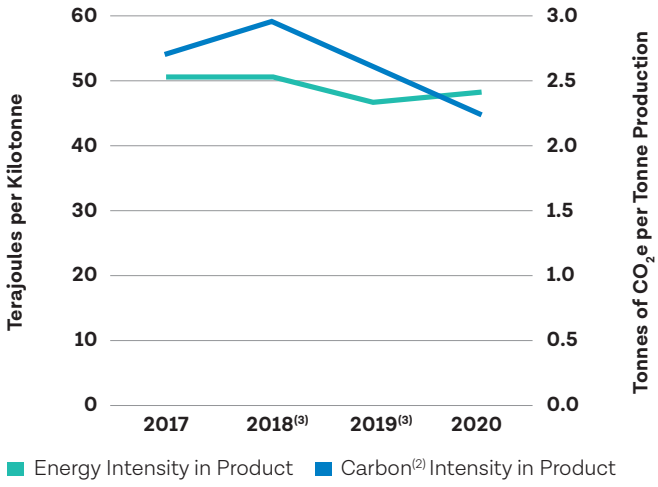
Energy and carbon intensity for the production of steelmaking coal increased in 2020 (Figure 8). This change is primarily a result of mining in new, recently permitted areas at a number of our operations, with increased strip ratios to generate production after the closure of Coal Mountain. Increased strip ratios require more waste material to be moved for an equivalent amount of coal production, therefore increasing the energy and carbon intensity of the product.

Figure 9: Zinc and Lead Production Intensity



Energy and carbon intensity for the production of zinc and lead increased in 2020 (Figure 9). This change is primarily due to lower zinc and lead feed grades at Red Dog Operations.

Figure 10: Copper Production Intensity



1) Only the primary commodities we report on — i.e., steelmaking coal, copper and zinc — from Teck-operated mines are included within the equivalency calculation. Lead has been excluded. Carbon equivalency was calculated by using a three-year commodity price average, using prices reported in our previous annual reports.
(2) Carbon intensity includes Scope 1 and Scope 2 emissions and is stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.
(3) Some 2019 and 2018 figures have been restated due to improvements in calculations. See our Sustainability Performance Data Spreadsheet for the full data set.

Energy intensity for the production of copper slightly increased in 2020, while the carbon intensity for the production of copper decreased (Figure 10). This change is attributed to CdA's transition to 100% renewable power on September 1, 2020. Quebrada Blanca is currently in the final phase of production pending the start of QB2 and as a result the energy intensity for the copper business unit is elevated due to lower production volumes.

Carbon Pricing and Advocating for Climate Action

We believe that broad-based pricing of carbon is one of the most effective ways to incentivize real reductions in GHG emissions by ensuring that all emitters contribute to the solution. In 2020, we continued to advocate for carbon pricing policies that maintain the global competitiveness of trade-exposed industries to prevent carbon leakage, which is when GHG emissions move from one jurisdiction to another as a result of differences in carbon prices. Currently, all of our steelmaking coal operations are covered by carbon pricing, as is approximately one-third of our copper business, the Fort Hills oil sands mine operated by Suncor, in which we hold a joint venture interest, and all of our metals refining business. For 2020, our B.C. based operations incurred $66.7 million in British Columbia provincial carbon tax. In Alberta, Cardinal River Operations paid $0.7 million in carbon costs, and the Fort Hills Mine incurred approximately $6 million (100% basis) in carbon costs under the Alberta system. For more details, please see pages 49–50 of our Annual Report.

We continue to see a trend among governments to pursue climate change policies. Some of the most significant action has taken place in Canada, which has some of the highest carbon prices in the world and where the majority of our operations are located.

In 2020, British Columbia's carbon tax under the *Carbon Tax Act* remained at $40 per tonne of CO_2e. The B.C. carbon tax was to increase by $5 per tonne of CO_2e per year until reaching $50 per tonne of CO_2e, although the planned increase to $45 per tonne in 2020 was postponed to 2021 due to the COVID-19 pandemic. British Columbia also continues to implement the CleanBC Program for Industry to address impacts to emissions-intensive, trade-exposed industries to ensure that B.C. operations maintain their competitiveness and that carbon leakage is avoided.

Alberta's Carbon Competitiveness Incentive Regulation was replaced by its Technology, Technology, Innovation and Emissions Reduction (TIER) system as of January 1, 2020. The system implements carbon pricing for large industrial facilities in Alberta with CO_2e emissions in excess of 100,000 tonnes per year, which would include the Fort Hills Mine. Large industrial emitters are required to reduce emissions by 10% starting in 2020 with a further 1% reduction per year thereafter; failure to meet reduction targets will result in being assessed at the prevailing carbon price. In 2020, the carbon price under the system was $30 per tonne of CO_2e.

In 2019, the Government of Canada introduced the *Greenhouse Gas Pollution Pricing Act,* which establishes a federal carbon levy for any province or territory that has not implemented a compliant carbon-pricing regime. Federal carbon tax rates began at $20 per tonne of CO_2e in 2019, increasing $10 per year to $50 per tonne of CO_2e by 2022. B.C.'s *Carbon Tax Act* and the large industrial emitter provisions of the Alberta *Technology Innovation and Emissions Reduction* system are considered substantially similar to the federal requirements, and therefore, our B.C. and Alberta operations will not be subject to those provisions of the federal *Greenhouse Gas Pollution Pricing Act*. However, effective January 1, 2020, the federal carbon tax on GHG emissions resulting from the combustion of fossils fuels for certain purposes applied to our Alberta operations.

The Government of Canada took further action in 2020 and introduced Bill C-12, the *Canadian Net-Zero Emissions Accountability Act*, intended to formalize Canada's target to achieve net-zero greenhouse gas emissions by 2050, and released the "A Healthy Environment and a Healthy Economy" climate plan outlining proposed actions and initiatives to achieve Canada's climate goals. That climate plan includes the proposal to increase the price of carbon by $15 per tonne of CO_2e per year, starting in 2023, rising to a rate of $170 per tonne of CO_2e by 2030. This plan requires further consultation and action before many of its subcomponents come into regulation; therefore it is too early to determine with a reasonable level of confidence what the impacts and opportunities will be. Teck will monitor developments in the federal government's plan and evaluate the impacts and opportunities of legislated policies as appropriate.

We engage policy-makers in all jurisdictions in which we operate and/or have major projects, as well as other jurisdictions through our membership in various industry associations, such as the ICMM and the Mining Association of Canada (MAC). We also review industry association positions on climate change and advocate for their alignment with the Paris Agreement. Across the associations of which Teck is a member, ICMM, MAC and the Mining Association of British Columbia (MABC) are the trade associations that have the greatest engagement on climate action. All three associations have positions aligned to the Paris Agreement.

We have also been actively supporting action on climate change and carbon pricing through voluntary initiatives such as the Carbon Pricing Leadership Coalition. In June 2016, Teck became the first Canadian resources company to join the Carbon Pricing Leadership Coalition, a partnership of national and sub-national governments, businesses and organizations that agree to work toward integrating carbon pricing into the global economy.

In 2020, we continued to work with the MABC and the Business Council of British Columbia (BCBC) on carbon pricing policy, to provide both policy direction and technical input to the government, with a view to maintaining the competitiveness of industry in the province. We also engage with the B.C. Government directly through our participation in the B.C. Climate Solutions Council, formerly the Clean Growth Advisory Council.

Transparency on Climate Disclosure

In 2019, we released our Portfolio Resilience in the Face of Climate Change report. The report looks at how Teck is positioned for a low-carbon economy by analyzing potential business risks and opportunities under three different climate change scenarios. These scenarios provide information on how Teck is analyzing and preparing for the risks and opportunities that may emerge as the global community combats climate change and moves to a lower-carbon future. This report builds on our 2018 Climate Action and Portfolio Resilience report and aligns with recommendations from the TCFD, which we support. We also report our emissions data annually to the Carbon Disclosure Project (CDP) and we engage with Climate Action 100+ and other investor organizations.

Adapting to Physical Climate Risks

We continuously manage the risks and opportunities associated with climate variability. Over the last decade, we have collaborated within the mining industry to collectively tackle the issue of climate change; our understanding of the physical impacts of climate change has significantly improved and we have developed tools to incorporate climate change into existing climate assessments. For Teck, this resulted in improved climate modelling and a more robust approach to risk identification and management.

The ICMM has been a leader in bringing together our industry members to share best practices on managing climate risks. ICMM continues to support practice improvement and makes learnings publicly available through reports, including *Adapting to a Changing Climate: Building resilience in the mining and metals industry*.

We are taking into account the increased frequency of extreme weather events and working to incorporate climate change scenarios and vulnerability assessments into project design and evaluation, as well as at our existing operations. This work is becoming increasingly complex as the field of climate analysis evolves. At our operations, we regularly incorporate impacts from climate variability and climate change into our water modelling, and we assess potential vulnerabilities and future risks to inform water management practices. As part of the environmental assessment of our development and expansion projects, we include the physical impacts of climate change in our water assessment and modelling to evaluate risks and opportunities, and to inform our mitigation planning.

In 2020, we implemented climate adaptation measures at several of our operations. Upstream from our Red Dog Operations, increased permafrost thaw has led to a rise in naturally occurring total dissolved solids (TDS) in the creeks draining the Red Dog and Ikalukrok watersheds, which has limited our ability to discharge mine-affected water from our tailings facility due to the additional background load. We have implemented projects to improve site water storage and treatment to ensure every litre that is released can be safely discharged. At HVC, we continue to execute our spring runoff water management strategy to protect key infrastructure, and we completed climate change analyses to contribute to long-term adaptation plans for the mine. At our Fording River Operations, we continue to advance a flood mitigation project in response to erosion caused by high water levels in 2013. At our operations in Chile, we advanced projects to reduce our fresh water consumption in response to potential water availability constraints due to future climate conditions.

Tailings Management

Pictured above: Tailings Facility at Elkview Operations, Canada.

Tailings Management

Tailings are a common by-product of the mining process, and tailings management is a critical element in the design, operation and closure planning of mines. Incidents within the industry over the last several years demonstrate the potentially severe impacts of tailings facility failures. In August 2020, the first global standard for tailings management, the Global Industry Standard on Tailings Management (GISTM), was launched jointly by the ICMM, the UNEP and the PRI. The standard sets a high benchmark for improving the safe management of tailings facilities, and for working towards the goal of zero harm.[7] Teck was part of the multi-stakeholder advisory group that provided input to develop the GISTM, and we are working with ICMM to develop guidance documentation and conformance protocols for its implementation. Teck is committed to implementation of the GISTM across our sites. All of our tailings management facilities will be operated in compliance with the standard by August 2023.

Teck currently manages 16 active and 39 closed tailings facilities. Tailings storage facilities at all of Teck's operating and closed sites meet or exceed regulatory requirements, and we are continually improving the management of our facilities by developing and incorporating best practices. In 2020, Teck continued to play an active role in promoting leading practices for tailings facility management, both in our own operations and across the mining industry through our work with the ICMM and the Mining Association of Canada (MAC).

GRI Indicators and Topic Boundary

306-103, 306-2, G4-MM3

This topic is considered one of the most material by our employees, local communities, government regulators and society in the context of all Teck sites.

How Does Teck Manage This Topic?

Information about how we manage tailings, including relevant policies, management practices and systems, is available for download on our website.

[7] Global Industry Standard on Tailings Management. Global Tailings Review. 2020.

2020 Highlights

Zero significant tailings-related environmental incidents

100% of facilities completed annual evaluations performed by a third-party Engineer of Record

10 Tailings Governance Reviews were completed in our two-year recurring cycle for facilities

Our Performance in Tailings Management in 2020

Our Targets and Commitments We are committed to conducting regular reviews of our tailings facilities, and to being open and transparent with communities and other stakeholders regarding the construction and management of our tailings facilities. Our regular reviews have six levels of protection, which include a range of internal and external reviews that can create recommendations for continuous improvement. When these recommendations arise and when they align with best practices, we develop action plans based on findings, and we regularly assess the implementation of these plans. The following table summarizes our performance against our new sustainability strategy and goals for tailings management.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Continue to manage our tailings across their life cycle in a safe and environmentally responsible way		
Goal: Preferentially consider milling and tailings technologies that use less water for both new mines and any mine life extensions at existing mines.	On track	Evaluated tailings technologies at several operations and development projects.
Goal: Expand the use of digitally connected surveillance technologies to assist in monitoring our tailings storage facilities.	On track	Created an integrated monitoring platform for our Chilean tailings facilities that will be online upon the start of operations for QB2. Expanded use of drone and satellite technologies, both as part of a planned commitment to technology enhancement, and as a way to safely view facilities during the COVID-19 pandemic.

Internal and external reviews of our facilities and procedures are conducted to ensure we maintain the highest standard of safety and environmental protection, including following best practice guidance set by MAC and ICMM. Beyond the comprehensive internal and external reviews, an additional level of facility oversight is in place for our tailings facilities through our Tailings Working Group, which includes subject matter experts from across our business units and sites. This working group also maintains Teck's own tailings guidance and governance framework documents.

Internal Reviews

Staff Inspections

Tailings facilities are inspected by trained operators and expert technical staff as frequently as several times daily, with formal staff inspections at least once per month for our operating facilities. The frequency of inspection of our legacy facilities is determined based upon their state of closure and overall risk profile.

Tailings Governance Reviews

Tailings Governance Reviews are carried out every second year at our operations and every third year at our legacy properties by internal subject matter experts. These Governance Reviews include confirmation that we have the personnel and procedures in place to meet our commitments, and that we are addressing recommendations for continual improvement from our external reviews in a meaningful and timely manner.

The Governance Reviews also evaluate the performance of our Engineers of Record and other external reviewers to look for signs of complacency or lack of succession planning by those outside of Teck whom we rely on as part of our overall management processes. For our joint venture projects, we have an ongoing process with the other shareholders of the Antamina mine and the Fort Hills oil sands mine that meet the requirements of our Tailings Governance Review process.

From the combined Governance Review process in 2020, there were no significant findings; however, several value-added items were identified and are being implemented by the sites. As a result of our ongoing Tailings Governance Review processes, and based on themes from the MAC and ICMM advancements, we are further strengthening our guidance related to change management, roles and responsibilities, and we are enhancing integration of risk evaluation and identifying critical controls. Our initial review of the GISTM indicates that Teck has no gaps in relation to the GISTM requirements on the prevention of catastrophic failures. Teck is also committed to reporting against the ICMM Conformance Protocol once it is available in 2021.

External Reviews

Annual Facility Safety Inspections and Dam Safety Reviews

A fully licensed, qualified individual who is vetted by our Tailings Working Group conducts formal facility safety inspections (FSIs) at least annually. Independent, qualified engineers also conduct periodic reviews, with timing dependent upon the consequence classification of the facility. For all facilities, the annual inspection reports are provided to the appropriate authority in each jurisdiction. FSIs and dam safety reviews are conducted to evaluate our conformance with international best practices, our internal policy/standards and applicable regulatory requirements. Teck makes FSIs and other information about our tailings facilities, both operating and legacy, available on our website at teck.com/tailings.

Independent Review Boards

A key element of Teck's review process is the use of Independent Review Boards. These boards, typically comprising three very senior subject matter specialists, meet from once to several times per year, depending upon the nature of the facility and the issues being considered by the board, to conduct a third-party review of design, operation, surveillance and maintenance of our storage facilities. The results from the Independent Review Board assessments are communicated directly to senior management.

Additional Detailed Third-Party Reviews

A qualified independent tailings reviewer, vetted by our Tailings Working Group, conducts comprehensive third-party dam safety reviews every three to 10 years for active and inactive facilities. The frequency of inspection is based on the consequence classification for each facility.

Tailings Reviews Conducted in 2020

All of our operating and legacy facilities are reviewed against our internal policy and guidance documentation on a regular schedule, as described in Table 4.

In addition to the reviews noted in Table 4, equivalent Governance Reviews were carried out at our two major joint venture tailings facilities at Antamina and Fort Hills.

Table 4: 2020 Status of Major Tailings and Water Retaining Structures

Location	Annual Facility Safety Inspections[1] Up to Date	Dam Safety Reviews[2] Up to Date	Independent Review Board Activity[3]	Tailings Governance Reviews
Carmen de Andacollo	✓	✓	✓	Current — next review in 2021
Elkview	✓	✓	✓	Current — reviewed in 2020
Fording River	✓	✓	✓	Current — next review in 2021
Greenhills	✓	✓	✓	Current — reviewed in 2020
Highland Valley Copper	✓	✓	✓	Current — reviewed in 2020
Red Dog	✓	✓	✓	Current — next review in 2021
Sullivan[4]	✓	✓	✓	Current — reviewed in 2020
Louvicourt[4]	✓	✓	✓	Current — next review in 2021
Quebrada Blanca Phase 2	Not yet operating	Not yet operating	✓	Current — reviewed in 2020

(1) The Engineer of Record performs a detailed examination of the facility, its related infrastructure and the records relating to these, to identify any conditions or changes that might contribute to, or signal the potential for, a compromise to the safety and reliability of the structure.
(2) A facility review by an independent, third-party engineer not affiliated with the Engineer of Record or the Tailings Review Board. The frequency of these reviews depends on the failure consequence risk-rating of that structure.
(3) Review by a team of independent senior subject matter experts who review the facility design approach, surveillance results and a site's overall approach to tailings management, including performance of the Engineer of Record.
(4) Legacy property.

Special Reviews

In addition to internal and external reviews, Teck will occasionally complete a special review using external senior subject matter experts. The Mount Polley event (2014), the Samarco event (2015) and the Brumadinho event (2019) all triggered such reviews. These reviews concluded that no immediate or emerging threats of catastrophic failures were apparent within Teck's tailings and water dams. In 2020, the continual improvement recommendations from the 2019 special review were addressed, including enhanced career development opportunities for up-and-coming subject matter experts in the organization.

Tailings Performance in 2020

Total tailings and fine coal refuse generated from processing ore and raw coal, stored in the 16 facilities at our operating mines, are reported in Table 5. This total does not include our minority joint venture operations at Antamina and Fort Hills.

Table 5: Tailings and Fine Coal Refuse Generated from Processing Ore and Raw Coal (million tonnes)

2020	2019	2018	2017
72	74	76	75

Tailings Incidents

Building on our strong track record of tailings management, we had zero significant incidents at our tailings storage facilities in 2020, and all of our facilities performed as intended, with their inspections and assorted internal and external reviews conducted as scheduled.

Industry Association Activities

Teck was an active participant in ICMM's Tailings Position Statement and Governance Framework and is a participant in ICMM's leadership work on a long-term goal of developing safe and sustainable alternatives to conventional wet tailings storage facilities. We were an active member of the multi-stakeholder advisory group involved in creating the GISTM, published in August 2020 by the ICMM, UNEP and PRI. This document serves as the industry-leading standard for the safer management of tailings storage facilities. We are also actively participating in the ICMM Tailings Good Practice Guide and the Tailings Conformance Protocol — both documents are due to be completed in early 2021.

Teck also chairs the MAC Tailings Working Group, which has been responsible for providing industry-leading best practice guidance, including key industry guidance documents. Teck continues to use the MAC Tailings Protocol's Table of Conformance as one component of our Governance Review process at our sites.

Transparency and Disclosure

We are also focused on being open and transparent with communities and other stakeholders regarding our tailings facilities. As such, we make information on our approach to tailings management, a detailed list of facilities and copies of recent Dam Safety Inspections (DSIs) available on our website.

We have also provided detailed information about our tailings facilities through responses to the Investor Mining & Tailings Safety Initiative chaired by the Church of England Pensions Board and the Swedish Council on Ethics for the AP Funds.

Case Study: Teck's Tailings Working Group: An Industry-Leading Approach

At Teck, we have a well-established central governance program for the management of tailings across all projects, operations and legacy facilities. To ensure safety of all facilities, Teck has implemented an additional layer of responsibility and oversight: our central Tailings Working Group (TWG). Teck's TWG consists of senior subject matter experts with broad experience in the management of tailings facilities. In 2020, the Chair of our TWG served as the industry advisor to an expert panel developing the Global Industry Standard on Tailings Management, published in August 2020. The Standard aims to enhance the safety of mine tailings across the globe, providing guidance in a wide range of topics related to tailings. Many of the core governance elements that Teck has embraced for many years are reflected in this standard. The TWG is now working to implement the standard at Teck, and continues to play a leadership role in developing upcoming tailings guidance. Read the full case study at teck.com/news/stories.

Air Quality

Pictured above: Highland Valley Copper Operations, Canada.

Air Quality

Air pollution continues to be a global health concern, costing the world more than US$5 trillion from decreased productivity every year.[8] Mining produces air emissions such as particulate matter (e.g., dust) and gases through drilling, blasting, crushing, processing and transportation along the supply chain. Governments require companies to monitor and mitigate their impacts on air quality and to disclose their emissions publicly through inventories such as the Toxics Release Inventory in the United States and the National Pollutant Release Inventory in Canada.

For Teck, effectively managing air quality is part of our sustainability strategy; it is also important for building positive relations with surrounding communities. In particular, dust has been identified as a key concern by local and regional communities around our steelmaking coal operations in the Elk Valley and Trail Operations in B.C., Red Dog Operations (RDO) in Alaska and at Carmen de Andacollo (CdA) Operations in Chile. We continue to work closely with our communities and local stakeholders and Indigenous Peoples to explore initiatives to improve air quality across our operations, as described on page 38.

GRI Indicators and Topic Boundary

305-103, 305-7

This topic is considered one of the most material by our employees, Indigenous Peoples, local communities, government and regulators and society in the context of all of Teck's sites.

How Does Teck Manage This Topic?

Information about how we manage air quality, including relevant policies, management practices and systems, is available for download on our website.

[8] The Cost of Air Pollution. The World Bank. 2016.

2020 Highlights

100% of community-based stations recording annual average values were within World Health Organization (WHO) guidelines for ambient concentrations of particulate matter less than 2.5 microns in size

Implemented initiatives to improve air quality monitoring and to minimize impacts from our activities on communities at our operations in the Elk Valley, and at our Trail, Carmen de Andacollo and Red Dog operations.

Our Performance in Air Quality in 2020

Our Targets and Commitments

Key Performance Indicators

Indicator

Sulphur dioxide (SO_2) emissions from stacks, stationary and mobile fossil fuel combustion

2020:	3,812 tonnes
2019:	3,853 tonnes
2018:	3,659 tonnes

Indicator

% of community-based air quality stations with annual mean concentrations of ambient $PM_{2.5}$ within the World Health Organization guideline value of 10 µg/m^3

2020:	100% of stations
2019:	100% of stations
2018:	100% of stations

Indicator

% of community-based air quality stations with annual mean concentrations of ambient PM_{10} within the World Health Organization guideline value of 20 µg/m^3

2019:	75% of stations
2018:	75% of stations
2017:	50% of stations

Case Study: Reducing Fugitive Dust Impacts at Our Red Dog Operations

The process of mining and transportation can generate dust. Of particular concern for air quality is the impact of fugitive dust, which is dust particles that become airborne and are carried by wind. As part of Red Dog's Fugitive Dust Management Program, numerous projects have been successfully implemented in the past two decades to reduce the impacts of fugitive dust at the mine site, on the haul road and at the port site. In 2020, working under COVID-19 restrictions, the team at Red Dog worked on a number of projects and studies to continue improving dust management, including establishing a new fill station water source to improve effectiveness of the road watering truck, completing project planning and reviews at Red Dog's port site to replace a concentrate storage building's roof and parts of the exterior shiploader conveyor enclosure system, and developing a protocol for delaying blasts during windy conditions. Read the full case study at teck.com/news/stories.

Minimizing Emissions to Improve Air Quality

In 2020, we implemented measures to minimize impacts on the local air quality within the vicinity of our activities.

Table 6: Air Quality Improvements in 2020

Operation	Activities
Elk Valley steelmaking coal operations	Continued to advance our dust management activities and evaluated air quality improvement initiatives. Programs evaluated in 2020 include real-time modelling to identify and control dust emission sources; various in-pit dust suppression activities, including fencing and water application systems; and implementation of trigger-action response plans for excessive risk sources of fugitive dust at operations.
Trail Operations	Continued to implement dust management initiatives to support additional reductions in the level of metals in ambient air in the surrounding community. A new road dust monitoring tool that was developed in 2018 was implemented and further improved in 2020. The tool includes instrument automation, the addition of sensors for road cleaning works and wireless data streaming to a customizable interface for dashboarding and reporting. Completed the first capital project of the SO_2 reduction program at Trail Operations (Trail) in October 2020 (see the Monitoring and Reporting section below for more detail). The $4 million expansion of SO_2 scrubbing operations provides Trail with the operational capability of meeting the new permit limits for 2021. In 2020, work also continued to better understand how weather conditions influence the impact of our SO_2 emissions, guiding operational control and capital planning as Trail works to meet the next permit limit reduction in March 2023.
Carmen de Andacollo Operations	Advanced the operation of our first community-managed air quality monitoring station for PM_{10} in Chile at CdA. Community members received training regarding the operation of the equipment directly from a company specializing in air quality monitoring. Part of the training included managing the new equipment, interpreting and validating the data, and sharing with the community. Results showed that the data from the new monitoring station correlated with the existing PM_{10} monitoring stations: Urmeneta station and the Ministry of the Environment's Hospital station. Based on these results, community participants elected to conclude the operation of the community-managed air quality monitoring station in 2020.
Red Dog Operations	Continued to monitor and evaluate performance and evaluate opportunities for further improvement. Since mine operations commenced in 1989, RDO has invested more than $25 million in a program to reduce fugitive dust emissions through operational and facility improvements and activities.

Monitoring and Reporting

The most material air quality issues relate to metals and SO_2 near our Trail Operations metallurgical facility, and particulate emissions at our mining operations. In addition to monitoring these two material indicators, our operations monitor and report on other air emission parameters in accordance with permit and regulatory requirements.

As shown in Table 7, SO_2 emissions from stacks and fossil fuel emissions in 2020 were approximately 3,804 tonnes, compared to 3,853 tonnes in 2019. Over a four-year period, SO_2 emissions decreased in 2018 and since then have continued to follow a stable trend. Trail Operations is the most significant source of SO_2 emissions for Teck and, as a result, all other operations have been aggregated in Table 7. Full results per operation are available in the 2020 Sustainability Performance Data spreadsheet.

Table 7: SO_2 Emissions from Stacks, Stationary and Mobile Fossil Fuel Combustion (tonnes)[1],[2],[3],[4]

Operation	2020	2019	2018	2017
All other operations	**28.7**	42.0	61.4	80.4
Trail Operations	**3,783.5**	3,811.0	3,598.0	4,814.0
Total	**3,812.2**	3,853.0	3,659.4	4,894.4

(1) Aggregate data for all other operations presented here, as numbers are insignificant compared to Trail. See our website for the full set of data.
(2) Information current at time of publication. However, values will be added, confirmed and/or changed once regulatory reporting for the 2020 period is complete. See our website for up-to-date information.
(3) Requirements and methods for determining air emissions can vary widely. Not all sites have monitoring equipment in place to measure releases from all sources and activities, and the frequency of sampling can vary.
(4) Our Canadian sites report annually to the National Pollutant Release Inventory (NPRI) and American operations report to the Toxics Release Inventory (TRI); NPRI and TRI have different reporting requirements and calculation methods. Information in this table may not reflect exactly the contents of NPRI and/or TRI reports, due to different reporting definitions concerning site boundaries as well as the inclusion of mobile equipment in the above table, which is not required in some regulatory reporting requirements.

Trail has been driving down lead levels in the air for a decade. Improvement projects, including investments of over $40 million, have resulted in a 72% reduction since 2016.

Trail's air permit was reissued in 2019 with more stringent ambient SO_2 requirements included by the B.C. Ministry of Environment and Climate Change Strategy. In response to these new requirements, Trail is working on several SO_2 reduction projects, with an estimated investment of $40–$60 million. This includes developing an improved air dispersion model, the advancement of scrubber improvements, dryer temperature reduction, and evaluating other SO_2 reduction projects and associated resourcing.

Ambient Air Quality Monitoring

As part of our ambient air quality monitoring program, we measure the concentration of particulate matter of a size less than 10 microns (PM_{10}) and particulate matter of a size less than 2.5 microns ($PM_{2.5}$) at monitoring stations. These monitoring stations use standardized equipment, per permit and regulatory requirements, and are located on our sites and in a number of community centres. Tables 8 and 9 summarize the ambient air quality during 2020 as measured at a number of community-based monitoring stations that we manage. Two values are presented:

- The annual average concentration that is based on the daily 24-hour average concentrations; this value reflects prolonged or repeated exposures over longer periods
- The annual peak 24-hour indicator that is based on the 98th percentile of the daily 24-hour average concentrations; this value reflects immediate exposures

At these monitoring stations, ambient air quality not only reflects the activities at our operations, but also other activities in the area such as other industries, vehicle traffic, firewood burning, forest fires and waste burning.

For all of the stations listed in Table 8, the annual average concentration of $PM_{2.5}$ was below the WHO Guideline value of 10 µg/m^3. For the annual average concentration of PM_{10} at the stations listed in Table 9, 75% of the stations were below the WHO Guideline value of 20 µg/m^3.

Table 8: Ambient Particulate Matter of Size Less Than 2.5 Microns (µg/m³)

Station	Nearest Operation	2020		2019		2018	
		Average Annual	98th Percentile	Average Annual	98th Percentile	Average Annual	98th Percentile
Urmeneta	Carmen de Andacollo	**9**	**14**	7	14	8	12
Downtown Sparwood	Elkview	**6**	**15**	7	14	8	52[1]
Elkford High School	Greenhills	**5**	**31**	4	16	7	52[1]

(1) Incomplete hourly data set, per the Canadian Council of Ministers of the Environment: Criteria ii. Second and third quarters are not complete (<60% valid daily data sets in this quarter) for Elkview Operations, and third quarter is not complete for Greenhills Operations.

Table 9: Ambient Particulate Matter of Size Less Than 10 Microns (µg/m³)

Station	Nearest Operation	2020		2019		2018	
		Average Annual	98th Percentile	Average Annual	98th Percentile	Average Annual	98th Percentile
Urmeneta	Carmen de Andacollo	**35**	**57**	34	59	33	51
Downtown Sparwood	Elkview	**11**	**34**[1]	13	44	17	82
Elkford High School	Greenhills	**9**	**47**	10	43	11	57
Butler Park	Trail	**15**	**63**	14	28	26	165

(1) Incomplete hourly data set, per the Canadian Council of Ministers of the Environment: Criteria ii. Second and third quarters are not complete (<60% valid daily data sets in this quarter) for Elkview Operations, and third quarter is not complete for Greenhills Operations.

For more information about our emissions to air, such as nitrous oxides, volatile organic compounds, and mercury, visit the National Pollutant Release Inventory for our Canadian operations and the Toxics Release Inventory for our American operations.

Significant Incidents and Non-Compliance Related to Air Quality[9]

We assess the severity of environmental incidents based on the potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant incidents related to air quality in 2020. There were also no significant charges, fines and penalties for non-compliance related to air quality in 2020.

[9] Definition of significant environmental incidents is on page 14.

Biodiversity and Reclamation

Pictured above: Burrowing Owl at North of Chile.

Biodiversity and Reclamation

With nearly one million animal and plant species now threatened with extinction,[10] the United Nations has declared 2021–2030 the UN Decade on Ecosystem Restoration. Several multilateral organizations have highlighted the need for urgent and transformational action by companies, governments and civil society to curb biodiversity loss and its impact on ecosystems.

By their nature, mining operations have the potential to directly and indirectly impact biodiversity and ecosystems. Stakeholder expectations and regulatory requirements are increasing in response to widening recognition of these impacts.

Teck's operations are adjacent to or within areas of high biodiversity value, including temperate and arctic areas, mountains, forests and deserts. This proximity, combined with the nature of our operations, makes land and biodiversity management a high priority. As such, we work collaboratively with stakeholders and Indigenous Peoples to develop integrated approaches to land use and employ the biodiversity mitigation hierarchy to avoid, minimize, rehabilitate or offset our impacts. In accordance with the International Council on Mining and Metals (ICMM) commitments, we do not explore or mine in World Heritage sites and we respect all legally designated protected areas, including International Union for Conservation of Nature (IUCN) category Ia, Ib, II, III and IV protected areas. To achieve our strategic priority of working towards securing a net positive impact on biodiversity in areas affected by our activities, all our operations have biodiversity management plans that they will continue to implement over the next five years.

GRI Indicators and Topic Boundary

304-103, 304-1, 304-2, 304-3, 304-4, G4-MM1, G4-MM2, G4 MM10

This topic is considered most material by government, Indigenous Peoples, local communities and society in the context of all Teck sites that are in an active, care and maintenance, or closure state.

How Does Teck Manage This Topic?

Information about how we manage biodiversity and reclamation, including relevant policies, management practices and systems, is available for download on our website.

[10] Global Assessment Report on Biodiversity and Ecosystem Services. Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES). 2019.

2020 Highlights

5,930 hectares of total land reclaimed

Finalized a Joint Management Agreement with the Ktunaxa Nation Council for more than **7,000 hectares of land** purchased by Teck in southeastern British Columbia in 2013 for conservation; under the Agreement, the **Ktunaxa Nation and Teck will jointly manage the land for conservation purposes,** protecting significant fish and wildlife habitat.

Our Performance in Biodiversity and Reclamation in 2020

Our Targets and Commitments The following table summarizes our performance against our new sustainability strategy and goals for biodiversity and reclamation.

Sustainability Strategy Goal	Status	Summary of Progress in 2020
Strategic Priority: Work towards securing a net positive impact on biodiversity		
Goal: By 2025, all operating sites have and are implementing plans to secure net positive impact.	On track	Continued advancing implementation of existing biodiversity management plans for operating sites and conducted gap assessment to identify key work that will be required to fulfill our 2025 goal.

Case Study: Klinse-Za Caribou Pen Project

In the mid-1990s, almost 200 caribou lived in the Klinse-Za caribou herd in northeast B.C. By 2014, the herd had declined to less than 20. The Klinse-Za maternal penning project was launched that year to support the recovery of the herd, led by the West Moberly and Saulteau First Nations in partnership with the technical expertise of Wildlife Infometrics Inc. and West Fraser Integrated Forestry, with funding support from the government and industry sponsors, including Teck. The penning program is located in the Peace region of British Columbia, near Teck's former Quintette Operations, which closed in 2000. When the program started, there were only 36 caribou left in the region after decades of excessive predation - 16 in the Klinse-Za herd and 20 in the nearby Scott herd. As of December 2020, the combined population sits at 95 caribou as a result of conservation efforts. Supporting the Klinse-Za penning project aligns with our commitment to responsible resource development and with our vision to achieve a net positive impact on biodiversity. Read the full case study at teck.com/news/stories.

Table 10: Key Activities and Accomplishments in Biodiversity and Reclamation in 2020

Operation	Performance Highlight
Highland Valley Copper Operations	Installed permanent sample plots in benchmark native vegetation and initiated a series of native ecosystem restoration trials.
Elk Valley steelmaking coal operations	Fording River Operations began a reclamation trial aimed at re-establishing high-elevation grasslands in bighorn sheep winter ranges. This trial also incorporates the design of wetter areas and specific landform elements into waste rock dump re-sloping/revegetation projects. Line Creek Operations constructed bird shelters, with the aim of diverting cliff swallows away from buildings and equipment.
Cardinal River Operations	Updated closure regulatory submission with findings from an ongoing grizzly bear study. The study, which was initiated in 1998 as a result of the Cheviot Mine Environmental Impact Assessment (EIA) decision and funded in part by Teck, reached more substantiated and positive conclusions about the impacts of mining on grizzly bears than had been assumed in the EIA.

Achieving Net Positive Impact (NPI)

For Teck, achieving NPI means that biodiversity gains realized through mitigation activities in the regions where we operate exceed biodiversity losses from the impacts of our operations. Our operations use quantitative metrics to demonstrate NPI on natural terrestrial, marine and other aquatic habitats and ecosystems; on critical landscape functions; and on biodiversity elements prioritized by stakeholders and Indigenous Peoples, including irreplaceable or highly threatened populations and species of plants and animals.

To secure NPI, each of our operations has a biodiversity management plan (BMP), which is aligned with the ICMM Performance Expectation 7.2, and the Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Biodiversity Conservation Management Protocol. We use these plans to track potential impacts, mitigation actions and associated engagement with stakeholders and Indigenous Peoples.

In 2020, all Teck sites continued to implement their BMPs. We conducted an external scan and gap assessment to guide our work on securing NPI, the results of which will form the basis of our site workplans in 2021.

Area Reclaimed and Disturbed

At the end of 2020, Teck had a total footprint of 33,578 hectares (ha), of which 27,648 ha are yet to be reclaimed and 5,930 ha have been reclaimed. As this data relates to operations and sites in care and maintenance, the area of land yet to be reclaimed will generally increase over time until the mining areas are closed and become available for reclamation.

Table 11: Area Reclaimed and Disturbed[1]

	2020[2]	2019[2]	2018[2]	2017
Area reclaimed during the current year (ha)	**212**	18	31	30
Area disturbed during the current year (ha)	**1,094**	1,846	1,018	388
Area of land yet to be reclaimed (ha)	**27,648**	26,683	24,914[3]	23,922[3]
Total area of land reclaimed (ha)	**5,930**	5,781	5,705[3]	5,878[3]
Total footprint (ha)	**33,578**	32,464	30,619	29,800

(1) The area of land disturbed in the current year may include land that was previously reclaimed and has been re-disturbed. The total area of land reclaimed may decrease in a year, due to unsuccessful reclamation attempts or the mining of a previously reclaimed area. Total footprint is the sum of total area of land yet to be reclaimed and total area of land reclaimed. Values are based on estimates stemming from the use of Geographic Information Systems.
(2) Quebrada Blanca Phase 2 Project data has been included, as it is an active project with land disturbance.
(3) In an effort to constantly refine the values, annual surveys are conducted and estimates are refined, which may lead to restatements of historical values.

Significant Incidents and Non-Compliance Related to Biodiversity[11]

We assess the severity of environmental incidents based on the potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant incidents related to biodiversity in 2020. There were also no significant charges, fines and penalties for non-compliance related to biodiversity in 2020.

For information on our management of water quality in the Elk Valley, see pages 14–15.

Closure and Closure Planning

Our approach to mine closure begins before mining starts and carries on throughout the life cycle of the mine. We engage with Indigenous Peoples and local communities in the area on our closure planning, with a focus on supporting the economic and social transition after mining ends. We create closure plans grounded in our closure principles. This includes ensuring safety and stability, promoting socioeconomic transition and contributing to risk mitigation. For more information, see the Biodiversity and Reclamation page on our website.

Closure activities progressed in 2020 at our operations where mining has recently concluded:

- **Duck Pond Operations** implemented additional groundwater management measures and progressed soil remediation while continuing to operate water treatment
- **Coal Mountain Operations** which is in care and maintenance, continued to develop and implement innovative rehabilitation and water management activities
- **Cardinal River Operations** announced its closure in 2020 and advanced closure activities, including the development of a conceptual closure and reclamation plan, and an integrated water management plan for closure and engagement with Indigenous groups and communities, and non-Indigenous stakeholders
- **Pend Oreille Operations** which is in care and maintenance, advanced closure mitigation studies and prefeasibility studies at its tailings facility

Post-Closure

A legacy property is a property previously explored, constructed, operated or acquired by Teck that is in an inactive state (no longer being explored, developed or operated), not expected to become active again and permanently closed. In total, we actively undertake management actions on 28 properties, and we track the status of eight other properties that are owned and managed by third parties.

[11] Definition of significant environmental incidents is on page 14.

Responsible Production

Pictured above: Employee at Trail Operations, Canada.

Responsible Production

The world requires high-quality and responsibly sourced materials, which can then stay in supply chains for years to come. The mining industry has an important role to play in the responsible production of materials, reducing waste, and increasing recycling and reuse of products and materials.[12] There is an increasing demand for responsibly mined minerals and metals, leading to more product certifications and standards to ensure that sustainable raw materials are fuelling the economy. As metals are infinitely recyclable, they are particularly well suited to recycling after use in products.

Teck provides key commodities required for sustainable products and infrastructure; these commodities are durable and naturally recyclable. Teck has long worked to reduce waste and pollution, to keep products in use and to improve the natural environment where we operate. Our Trail Operations recycles various metals, and its smelting and refining operation is highly efficient. We have a Materials Stewardship Committee responsible for ensuring the responsible use of our products and, at our operations, we track and report on waste and we are implementing waste reduction and recycling programs. In 2020, we set new goals related to responsible production, to maintain our leadership in responsibly providing the metals needed for a transition to a circular economy and to do our part in waste reduction by disposing zero industrial waste.

GRI Indicators and Topic Boundary

306-103, 306-2, 306-4, G4-DMA (formerly MM11), G4-MM3

This topic is considered one of the most material by our employees, local communities, government regulators, investors and society in the context of all Teck-managed sites.

How Does Teck Manage This Topic?

Information about how we manage responsible production and waste management, including relevant policies, management practices and systems, is available for download on our website.

[12] Mining New Value from the Circular Economy. Accenture. 2019.

2020 Highlights

27,583 tonnes of hazardous and non-hazardous waste recycled

43,100 tonnes of urban ore/ secondary sources recycled at Trail Operations

Our Performance in Responsible Production in 2020

Our Targets and Commitments Teck is supporting responsible production by providing the materials that contribute to sustainability while also working to minimize environmental impacts. The following table summarizes our performance against our new sustainability strategy and goals for responsible production.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priorities: • Be a leader in responsibly providing the metals and minerals needed for the transition to an economy focused on reducing waste and keeping products in use • Work towards disposing zero industrial waste by 2040		
Goal: By 2025, establish site-based industrial waste inventories and plans to turn waste into useful and appropriate products. Based on these inventories and plans, set goals for industrial waste reduction.	On track	Advanced our work to establish an Industrial Waste Working Group, and the development of a catalogue of waste inventories and definitions across operations.
Goal: By 2025, develop and implement a responsible producer program and "product passport" that is traceable through the value chain.	On track	Initiated a partnership with a blockchain developer to pilot a traceability project. We expect to launch this pilot in 2021, with the goal of tracing a single product line from mine to end user.
Goal: Be a leader in product stewardship by continuing to implement our Materials Stewardship program and produce secondary metals at our Trail Operations.	On track	Continued our product stewardship activities led by our Materials Stewardship Committee.

Waste Management Performance

In 2020, our operations generated approximately 798 million tonnes of mineral waste, with the vast majority being waste rock from the extraction of ore and steelmaking coal. We have permit and regulatory requirements for treating and recycling waste at all of our operations. We use internal and external subject matter experts to design our mineral waste storage facilities. Mineral waste storage methods are determined based on site-specific conditions and industry good practices. For non-mineral wastes, storage and/or disposal is determined based on data and information provided by waste management suppliers specific to each site's applicable factors.

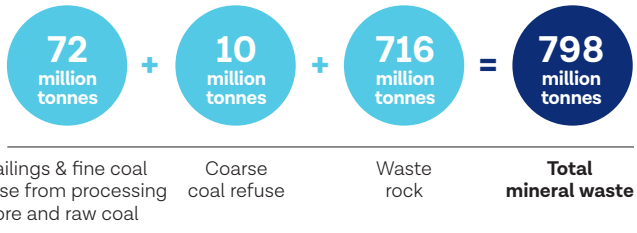
The following categories of waste are products of Teck's operations:

Waste Rock: Waste rock, which is material that is removed to access ores, coal and oil sands, typically contains trace amounts of naturally occurring metals and other constituents. The bulk of waste rock from our operations is placed in areas that are specifically designed to contain the rock. Where geochemical and physical properties allow, waste rock is also used for construction purposes such as haul roads, retention embankments for tailings storage and similar structures. The remainder of the rock, which may still have some geochemical concern, is placed in engineered waste rock facilities or used to backfill open pits.

Coarse Coal Refuse: Coarse coal refuse is a coarse fraction of raw coal that is separated during processing; it is not currently an economic product. Coarse coal refuse is placed in designated engineered facilities (in some jurisdictions these are classified as tailings facilities) or, if determined to not be susceptible to leaching, it may be used as a construction material. Coarse coal refuse is an excellent construction material for creating retention embankments for fine coal refuse.

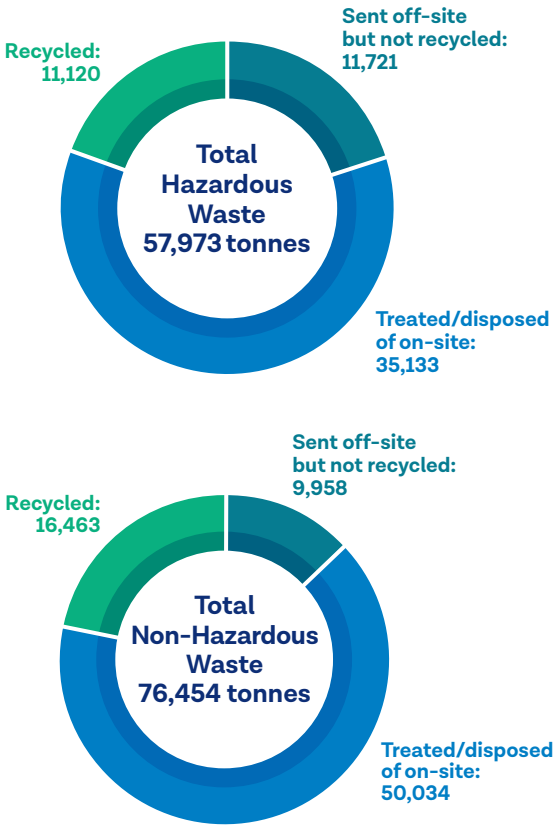
Tailings and Fine Coal Refuse: Tailings and fine coal refuse are the finer fractions of the processed mined material that have no economically recoverable commodities. These materials are typically stored in tailings storage facilities. Learn more about tailings management at Teck on our website at teck.com/tailings.

Figure 11: Mineral Waste in 2020 (million tonnes)



Other Wastes: In addition to mineral wastes summarized above, Teck also has other hazardous and non-hazardous wastes. These waste materials are segregated and disposed of in accordance with material-specific waste management plans and regulatory requirements. The primary hazardous wastes produced at our operations include waste oil, solvents, antifreeze, paint, batteries and fluorescent tubes. Licensed contractors recycle or dispose of this waste off-site. Non-hazardous waste (e.g., scrap metal, wood waste, glass, tires, cardboard and paper) is recycled whenever possible.

Figure 12: Hazardous and Non-Hazardous Waste in 2020 (tonnes)[1],[2]



(1) Recycled waste includes waste that is diverted from the landfill through recycling and reuse. Waste sent off-site but not recycled includes waste disposed of at appropriate facilities, landfills and deep-well injections.
(2) Hazardous and non-hazardous waste figures vary annually depending on site activities.

Red Dog Operations and the Toxics Release Inventory

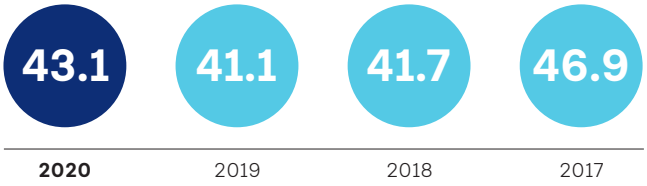
Every year, Red Dog is listed on the United States Environmental Protection Agency (EPA) Toxics Release Inventory (TRI), due to the volumes of rock and ore safely moved at the mine site each year. Red Dog is required to report the amount of materials moved at the mine site, due to the grades of zinc and lead naturally occurring in the rocks. This is part of the mining process and it does not indicate any health or environmental effects, including release of any materials from Red Dog to the environment. The Alaska Department of Environmental Conservation (ADEC) has also responded to the TRI, noting that almost all of the releases from TRI facilities in Alaska are regulated under strict EPA and state of Alaska permits, with monitoring and compliance requirements designed to prevent human and environmental harm.

Recycling

Teck's methods for recycling include recycling for value recovery, industrial waste processing and domestic recycling. We do not currently track office and construction waste, which are managed by licensed external waste service providers. We recycle in accordance with international, national, provincial and local requirements, and we aim to exceed these requirements. Continually improving recycling at our operations by identifying and sharing best practices throughout the company is our goal — including ongoing assessments of our recycling and reuse practices.

At our Trail Operations, we recycle materials purchased from external users. Our focus remains on treating cathode ray tube glass, plus small quantities of zinc alkaline batteries and other post-consumer waste through our lead acid battery recycling program.

Figure 13: Recycled Material at Trail Operations (thousand tonnes)



Case Study: Teck's partnership with Metal Tech Alley in Trail: Innovating to Reduce Material Waste

In B.C.'s Lower Columbia region, an innovative partnership is developing opportunities to reduce waste and create new value. Metal Tech Alley is an economic development initiative started by the Lower Columbia Initiatives Corporation, supporting the convergence of industry and technology in the Trail region. Teck's Trail Operations participates in the initiative as an industry partner. This partnership aims to capitalize on over 100 years of metallurgical expertise in the Kootenays, established supply chains, and the region's livability and access to nature. Metal Tech Alley brings together leaders from a wide range of sectors to spearhead business opportunities in digital fabrication, advanced materials and metallurgy, industrial recycling, the industrial Internet of Things, and big data technology. Metal Tech Alley is creating collaborative opportunities to turn waste from one process into fuel for another and, by doing so, creating new value while reducing environmental impacts. Read the full case study at teck.com/news/stories and learn more at metaltechalley.com.

Managing Product Impacts through Materials Stewardship

All Teck products are listed on a Master Product List that is owned and managed by Teck's Materials Stewardship Committee (MSC). For products to be added to the list, a detailed application is submitted to the MSC. Products are assessed on their entire product life cycle and include customer assessments, legal jurisdiction reviews, logistics and form of transportation, hazardous materials and emergency response, contracts and financial rate of return. Two product entries on the Master Product List were amended for sales jurisdiction in 2020.

The MSC also commissions and conducts customer assessments to help ensure that products are handled safely by traders, smelters, refineries or other end users. The assessments allow us to uphold business ethics, regulatory requirements, sustainable management practices and external expectations. Numerous customer inquiries and technical support activities were carried out in 2020. Due to global health and travel restrictions, no in-person customer site assessments were performed. However, we maintained virtual engagement with our downstream partners throughout the COVID-19 pandemic.

We draw on ecotoxicity expertise developed by various commodity associations and other experts to bring sound science into our management approaches and decisions. Our materials stewardship program is also actively engaged with collective industry efforts, including those of the International Council on Mining and Metals (ICMM), towards continuously improving materials stewardship practices. In 2020, Teck achieved re-certification for Responsible Silver production in accordance with LBMA requirements, and signed on to ResponsibleSteel as a Business Member. Teck is also actively engaged with the development of the *Joint Due Diligence Standard for Copper, Lead, Nickel and Zinc* led by Copper Mark, the International Lead Association (ILA), the International Zinc Association (IZA), the Nickel Institute and the Responsible Minerals Initiative (RMI). This will enable compliance with the London Metal Exchange responsible sourcing requirements in 2022.

Responding to Regulatory Requirements

Our materials stewardship efforts have expanded in recent years to meet growing regulatory pressures on mineral concentrates. These are manifested, for example, in the International Maritime Organization bulk cargo requirements, Chinese import restrictions and the Minamata Convention for Mercury. These requirements and restrictions now affect mining companies and smelters globally and Teck specifically, in the same way that Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations have defined chemical management programs for refined metals, alloys and compounds in the European Union since 2006.

Health and Safety

Pictured above: Employee at Highland Valley Copper Operations, Canada.

Health and Safety

In 2020, the COVID-19 pandemic transformed the world of work across all industries, including mining. Governments, employers, workers and their respective organizations have responded with significant changes to workplace practices, and new protocols and approaches to protecting health and safety. Technology and automation present new opportunities to improve employee health and safety, often by taking people out of hazardous situations or areas and by enabling social distancing; however, they can also present new challenges.[13] COVID-19 has shown that health and safety risks represent material risk and challenges to business continuity.

The response to COVID-19 comes in addition to the ongoing work of the mining sector to reduce the health and safety hazards and risks associated with handling of large volumes of materials, the use of heavy equipment and potentially hazardous production processes. Teck and other member companies of the International Council on Mining and Metals (ICMM) have set the collective goal of zero fatalities, and are implementing measures to reduce injuries.

Safety has long been a core value and strategic priority for Teck. In 2020, the onset of the COVID-19 pandemic was the most critical short-term health and safety issue facing our company. Teck has implemented extensive preventive measures across our offices and operations in order to safeguard the health of our employees and contractors while continuing to operate safely and responsibly maintain employment and economic activity to the extent possible. We continue to closely monitor and follow guidance from public health agencies, external experts and government.

In 2020, we experienced no work-related fatalities for Teck controlled locations or activities, and we continued to build on our efforts to improve safety performance and to reduce incident frequency. However, we were deeply saddened by a fatal incident that occurred on a production drill at our Red Dog Operations in early 2021.

In 2020, the High-Potential Incident Frequency at Teck was 32% lower year over year and our Lost-Time Disabling Injury Frequency was 23% lower. Total Recordable Injury Frequency also decreased year over year by 17%. While these improvements are encouraging, we remain vigilant as we work to reach our ultimate goal of everyone going home safe and healthy every day.

GRI Indicators and Topic Boundary

403-103, 403-8, 403-9, 403-10

This topic is considered one of the most material by our employees, contractors and regulators in the context of all Teck sites and in contractor selection and management.

How Does Teck Manage This Topic?

Information about how we manage health and safety, including relevant policies, procedures, management practices and systems, is available for download on our website.

[13] Mine 2019: Resourcing the future. PricewaterhouseCoopers. 2019.

2020 Highlights

32% reduction in High-Potential Incident Frequency

23% reduction in Lost-Time Disabling Injury Frequency (LTDIF)

99% employees trained in hazard identification across operations, exploration sites and projects against a target of 95%

Successfully completed our Nanozen real-time monitoring pilot for key occupational exposures at Greenhills, Fording River and Highland Valley Copper; the results represent a paradigm shift in understanding occupational exposures at a task and activity level.

Our Performance in Health and Safety in 2020

Our Targets and Commitments Health and Safety is a core value and strategic priority at Teck; nothing is more important than the health and safety of our people. We engage and develop our people, and work to ensure everyone goes home safe and healthy every day. The following table summarizes our performance against our new sustainability strategy and goals for health and safety.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Eliminate fatalities, serious injuries and occupational disease		
Goal: Contribute to the elimination of fatalities and serious injuries through significantly enhanced critical control verification for fatal hazards.	On track	Commenced a major update of our critical control standards and critical control verification (CCV) criteria and processes. This included the development of 12 new/updated critical standards with CCV criteria. Six have been released and six are in the final review stage. Implemented Introduction to Hazard Identification training across the business. Continued to advance our Vehicle Safety Strategy to eliminate serious injuries and fatalities from vehicle-related incidents, including critical control standards for heavy mobile equipment, light vehicles, buses and transportation, medium-duty wheel assemblies and in-vehicle monitoring systems (IVMS) to reduce vehicle-related high-potential incidents. Updated requirements for Traffic Management Plans are in development.
Goal: By 2025, contribute to the elimination of occupational disease by implementing new technologies in real-time exposure monitoring to improve exposure controls for dust and welding fumes.	On track	Completed the Nanozen real-time monitoring technology pilot project at Greenhills, Fording River and Highland Valley Copper. Tracked progress of Exposure Reduction Plans throughout the year, with an aggregate level of completion of 90% across operations. Developed a new critical control standard (with CCV criteria) for respirable particulates in mining.

Key Performance Indicators

Indicator[1],[2]
Work-related fatal injuries

Target
Zero fatalities

2020:	0
2019:	1
2018:	2

Indicator[1] [2]
Lost-Time & Disabling Injury Frequency

Target
10% year-over-year reduction

2020:	23% reduction
2019:	18% reduction
2018:	No change

Indicator[1],[2]
Total Recordable Injury Frequency

Target
10% year-over-year reduction

2020:	17% reduction
2019:	24% reduction
2018:	No change

Indicator[1] [2]
High-Potential Incident Frequency

Target
Year-over-year improvement

2020:	32% reduction
2019:	16% reduction
2018:	28% reduction

(1) All indicators include employees and contractors.
(2) Key Performance Indicators are related to performance of Teck managed operations.

Building a Positive Culture of Health and Safety

Launched in 2009, Courageous Safety Leadership (CSL) focuses on challenging existing values, beliefs and attitudes towards safety, and builds commitment from individuals to work safely. More than 18,000 employees have been trained in CSL since the inception of the program. In 2020, we implemented sustaining activities to realize our commitments from the fourth phase of our CSL program. We also continued to train new employees and contractors in the Introduction to CSL course. Approximately 560 directors, employees and contractors participated.

In 2020, we established health and safety cultural improvement plans at all operational sites using feedback from the results of our 2019 Health and Safety Culture Survey. Implementation of these cultural improvement plans is a business performance metric. Our implementation progress is monitored and reported on a monthly basis to ensure that operations are addressing opportunities identified in the 2019 Health and Safety Culture Survey. The next survey is planned to be conducted in 2022. In 2020, Teck reported an aggregate completion rate of 90% for health and safety cultural improvement plans.

High-Potential Risk Control

As of the end of the year, all operations met or exceeded their 2020 High-Potential Risk Control targets for risk assessments and effectiveness reviews. These targets were to conduct four Work Team Risk Assessments and six Effectiveness Reviews per operation. As a result of our improved risk assessment efforts across the company, we identified and shared stories of positive change. Teams across the company have improved their controls for several key serious injury and fatality risks.

In 2020, we continued our company-wide training module, Introduction to Hazard Identification, which was launched in 2019. The training equips employees and contractors with skills and a common understanding of hazard identification, and gives employees a clear understanding of key terms such as hazard, hazard types, risk and controls. To date, 99% of employees have completed this module at operations, exploration sites and projects.

We also commenced the next phase of our High-Potential Risk Control (HPRC) strategy, which includes the review and development of critical control standards, and critical control verification criteria to routinely monitor that critical controls are in place and effective. Teck has identified 22 fatal hazards that are forming the basis of our major standards review schedule. Each standard has been developed to highlight the critical controls that must be in place, together with a set of associated verification criteria that must be assessed routinely to inform the management of the control effectiveness. In 2020, 12 new or updated critical control standards were developed with thorough internal and external stakeholder engagement.

In addition to the overarching HPRC Strategy, Teck has continued to advance its Vehicle Safety Strategy to eliminate serious injuries and fatalities from vehicle-related incidents. Vehicle-related incidents represent Teck's single largest category of high-potential incidents. Vehicle-related incidents

typically result from a combination of three factors: the driver, the road environment and the vehicle. Improvement actions have been defined for each of these three key factors. Teck has a business performance metric to reduce vehicle-related high-potential incidents. To support this goal, five vehicle-related critical control standards were developed in 2020 for heavy mobile equipment, light vehicles, buses and transportation, medium duty wheel assemblies and IVMS. Updated requirements for Traffic Management Plans are in development.

Teck continues to pursue technological innovation in relation to vehicle safety, including:

- Autonomous haulage systems
- Proximity detection and collision avoidance

Occupational Health and Hygiene

We work to continuously enhance our occupational health and hygiene risk assessments, and monitoring and exposure controls to protect the long-term health of employees. All of our operations were required to continue implementing exposure reduction plans in 2020. By the end of the year, Teck achieved an aggregate level of exposure reduction plan completion of 90%. Updated plans for 2021/22 were developed towards the end of 2020; their implementation progress will be monitored throughout 2021.

Our Occupational Health and Hygiene Committee continued to implement a comprehensive sampling training program in 2020. An additional 17 employees were trained to support the collection of quality occupational hygiene sampling. The objective of the program is to provide all personnel who have a role in collecting hygiene samples with standard training for the collection of quality samples, including the collection of respirable particulate samples as well as noise monitoring and mapping.

In 2020, we completed our extensive Nanozen real-time occupational dust exposure monitoring pilot project at our Greenhills, Fording River and Highland Valley Copper operations. The objective of the project was to confirm that the technology could reliably provide real-time insights into occupational exposures at a task or activity level — to enable us to improve our focused application of exposure reduction controls. The outcomes of the pilot are very promising, and we believe that the technology represents a paradigm shift in both occupational exposure monitoring and critical control identification at a task or activity level. Recommendations for operationalizing the technology are in development.

We also advanced a project to improve the management of data from our routine occupational medical assessment programs. This project will continue in 2021.

COVID-19 Response

Nothing is more important than the health and the safety of our employees, our contractors and the communities where we operate, and we have implemented rigorous protocols following guidance from public health agencies and government in response to COVID-19.

Preventive Measures

Teck has implemented extensive preventive measures across our offices and operations in order to safeguard the health of our employees and contractors while continuing to operate safely and responsibly maintain employment and economic activity to the extent possible. These include:

- Implementing a personal COVID-19 specific risk assessment tool that must be completed by employees before attending work each day
- Undertaking testing at operations and projects as approved by governments or as testing resources become available to industry
- Weekly COVID-19 crisis response and communications meetings
- Engaging external experts and specialists to provide guidance on the management of COVID-19 risk
- Operating with reduced crew sizes, reducing the number of on-site staff as much as possible and implementing work from home where feasible
- Reducing or eliminating in-person meetings and large gatherings
- Supporting physical distancing practices on-site, such as staggering shift start times, reducing the number of passengers on buses, separating groups of employees at work, cancelling large group meetings and changing meetings from in-person to electronic, e.g., holding crew meetings by radio
- Enhanced cleaning and disinfecting protocols, including frequent disinfecting of employee buses and work areas
- Promoting personal preventive measures, such as frequent handwashing
- Ensuring adequate supplies of critical COVID-19 prevention materials are available on-site, including personal protective equipment (PPE) and disinfectants
- Following all health orders requiring the use of PPE to prevent transmission of COVID-19
- Screening all contractors and external visitors at sites for risk factors and symptoms

- Requiring employees who show symptoms, or who are in close contact with someone with symptoms, to stay home from work, and requiring employees returning from international travel to self-isolate
- Monitoring and maintaining communication with employees and contractors who have reported symptoms and are self-isolating
- Expanded sick leave coverage for affected employees
- Collaborating with public health authorities on COVID-19 controls, testing and contact tracing

Communications

We provide regular updates to employees on preventive measures, COVID-19 symptoms, protecting themselves and others, and how to self-assess before coming to work. Learn more on the Employee Resources page on our website.

We also have COVID-19 response teams in place at all of our operations and offices, in order to respond rapidly to concerns raised by employees, contractors and others. These individuals are responsible for coordinating effective implementation of the response protocols.

Assessing Effectiveness

Teck has conducted tens of thousands of assurance checks against the preventive measures put in place and continues to achieve very high rates of control conformance. These assurance checks cover Teck employees as well as contractors.

Mental Healthcare Services

Our Employee and Family Assistance Programs ensure all employees and their families have access to immediate and confidential support services, crisis counselling support and/or referrals to community resources. We also provided our employees and their families in Canada, the U.S. and Chile with access to an on-demand team of primary care providers via a mobile health app. See page 84 of the Inclusion, Diversity and Our People section for more details.

Communities and Public Health

Teck is also supporting critical social initiatives and increased healthcare capacity in areas where Teck operates and contributing to international relief efforts. See page 78 of the Our Relationships with Communities section for more details.

Other Community Health and Well-Being Initiatives

As a major producer of copper and zinc, Teck is working to promote best practices in our industry and to help improve the lives of people around the world through initiatives such as our Zinc & Health and Copper & Health programs.

Teck is committed to helping solve the global health issue of zinc deficiency through therapeutic zinc, zinc supplementation, food fortification, crop nutrition, awareness and advocacy. To date, we have reached more than 160 million people worldwide through our Zinc & Health program. See more details about the program on our website.

With our Copper & Health program, Teck is building partnerships, raising awareness and improving health outcomes for those most at risk and as we move through our daily lives. See more details about the program on our website.

Through our initiatives, we are working toward advancing the United Nations Sustainable Development Goal 3: good health and well-being.

Case Study: Supporting Community Healthcare with Copper

As a major copper producer, we have an opportunity to support the use of antimicrobial copper in healthcare facilities and in public spaces to reduce the spread of infections. Modern research has demonstrated that copper has natural antimicrobial properties, killing up to 99.9% of harmful bacteria and viruses on high-touch surfaces. In recognition of these benefits, there is growing use of antimicrobial copper around the world to reduce the spread of healthcare-acquired infections in healthcare facilities. To date, antimicrobial copper has been installed in more than 300 healthcare facilities in 26 countries globally. Through our Copper & Health program, Teck is supporting research and infrastructure investments and raising awareness for the use of antimicrobial copper to reduce the spread of bacteria and viruses in communal areas. Program activities include supporting research on long-term copper durability in Canada and Chile, partnering with several hospitals to install copper-infused surfaces to address healthcare-acquired infections, supporting a new Canadian standard for healthcare cleaning and disinfection, and partnering to test copper on public transit in Metro Vancouver. Read the full case study at teck.com/news/stories.

Safety Performance

Teck has in place a set of standards, policy guidelines, operating procedures and systems that describe accountabilities, controls and other minimum requirements for managing health and safety risks. These apply to all Teck sites and projects (except projects or operations in which Teck has/had an ownership interest but is not the principal operator), including 100% of employees and contractors.

In 2020, we continued to build on our efforts to improve safety performance in areas of greatest risk. We experienced no work-related fatalities for Teck-controlled locations or activities. Teck is a joint venture partner in the Fort Hills oil sands mine in Alberta, Canada, which is operated by Suncor. On December 28, 2020, a mine operations dozer at Fort Hills collided with a light vehicle and two mine operations contractors were fatally injured. Teck is providing support to the Fort Hills team during their investigation and we will apply the learnings once the investigation has been completed.

In 2020, our Total Recordable Injury Frequency (TRIF) was 17% lower than in 2019 and our Lost-Time Disabling Injury Frequency decreased year over year by 23%.

Table 12: Health and Safety Performance – Teck Total[1],[3],[4],[5],[6],[7]

	2020	2019	2018	2017
Total Recordable Injury Frequency	**0.73**	0.82	1.01	1.01
Lost-Time Injuries	**85**	90	73	89
Lost-Time Injury Frequency	**0.29**	0.34	0.36	0.45
Disabling Injury Frequency	**0.14**	0.20	0.26	0.17
Lost-Time Disabling Injury Frequency	**0.43**	0.54	0.62	0.62
Lost-Time Injury Severity	**27.52**	41.00	73.35	24.40
Number of Fatalities	**0.4[8]**	1.2	2	0
Fatality Rate	**.001**	.004	.010	.000

Table 13: Health and Safety Performance – Teck-Operated[2],[3],[4],[5],[6],[7]

	2020	2019	2018	2017
Total Recordable Injury Frequency	**0.73**	0.88	1.16	1.25
Lost-Time Injuries	**81**	86	69	85
Lost-Time Injury Frequency	**0.31**	0.38	0.44	0.62
Disabling Injury Frequency	**0.14**	0.20	0.27	0.18
Lost-Time Disabling Injury Frequency	**0.45**	0.58	0.71	0.80
Lost-Time Injury Severity	**21.64**	43.16	94.59	34.66
Number of Fatalities	**0**	1	2	0

(1) Safety statistics in Table 12 include both employees and contractors at all of our locations (operations, projects, closed properties, exploration sites and offices). For sites where Teck owns more than 50%, safety statistics are weighted 100%; for sites where Teck owns 50% or less, safety statistics are weighted according to Teck's ownership of the operation. This includes the Antamina mine (22.5% interest), Fort Hills mine (21.3% interest), Neptune Bulk Terminals (46% interest) and NuevaUnión (50% interest). We define incidents according to the requirements of the U.S. Department of Labor's Mine Safety and Health Administration. Severity is calculated as the number of days missed due to Lost-Time Injuries per 200,000 hours worked.
(2) Safety statistics in Table 13 include both employees and contractors at all of our locations in which Teck holds majority ownership and directly manages (operations, projects, closed properties, exploration sites and offices). For sites where Teck owns more than 50%, safety statistics are weighted 100%. We define incidents according to the requirements of the U.S. Department of Labor's Mine Safety and Health Administration. Severity is calculated as the number of days missed due to Lost-Time Injuries per 200,000 hours worked.
(3) Decrease in severity in 2020 is a consequence of having no fatalities in 2020 versus one fatality in 2019. Each fatality results in counting 6,000 lost days.
(4) A Lost-Time Injury is an occupational injury that results in loss of one or more days beyond the initial day of the injury from the employee's scheduled work beyond the date of injury.
(5) A Disabling Injury is a work-related injury that, by orders of a qualified practitioner, designates a person, although at work, unable to perform their full range of regular work duties on the next scheduled work shift after the day of the injury.
(6) A fatality is defined as a work-related injury that results in the loss of life. This does not include deaths from occupational disease or illness.
(7) Frequency indicators in this table are calculated by the number of events in the period multiplied by 200,000 and divided by the number of exposure hours in the period, which refers to the total number of actual hours worked by employees/contractors at a site where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties. Hours of exposure may be calculated differently from site to site; for example, time sheets, estimations and data from human resources are inputs into the total number of exposure hours.
(8) There were fatalities at Fort Hills oil sands mine, which is operated by Suncor. See their sustainability report for further information.

High-Potential Incidents

In 2020, our High-Potential Incident Frequency was 32% lower compared to 2019. Two Potentially Fatal Occurrences were reported at Teck-operated locations, which were investigated and for which corrective actions were developed. Where relevant, the results are shared with all of our business units and operations in order to facilitate a local gap analysis against the findings to prevent similar occurrences. We investigate potentially fatal occurrences to the same standard as actual fatalities.

While our total High-Potential Incident (HPI) frequency and severity have declined since 2017, our business units and operations continue to experience HPIs. As such, we continue to focus on improving our understanding of high-potential risk and control effectiveness.

Figure 14: High-Potential Incident Performance — Teck Total[1],[2]

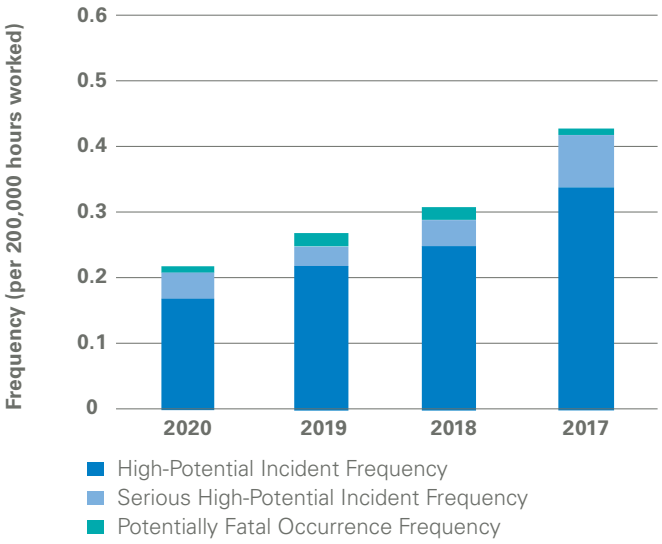
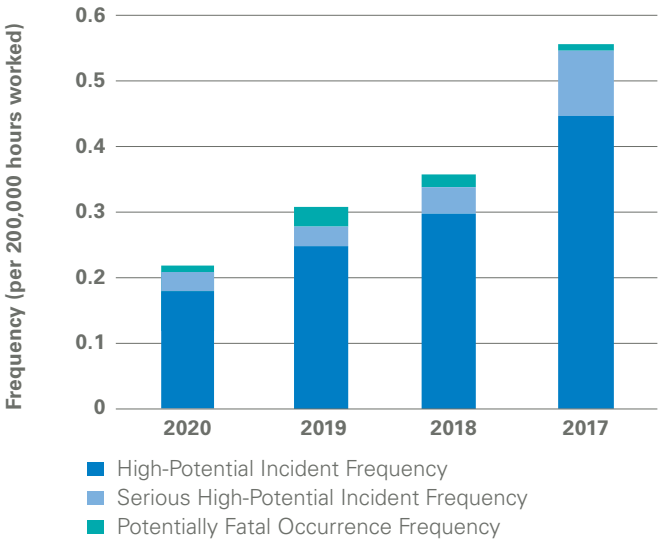


Figure 15: High-Potential Incident Performance — Teck Operated[1],[3]



(1) Frequency indicators in Figures 14 and 15 are calculated by the number of events in the period multiplied by 200,000 and divided by the number of exposure hours in the period, which refers to the total number of actual hours worked by employees/contractors at a site where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties.
(2) Safety statistics in Figure 14 include both employees and contractors at all of our locations (operations, projects, closed properties, exploration sites and offices). For sites where Teck owns more than 50%, safety statistics are weighted 100%; for sites where Teck owns 50% or less, safety statistics are weighted according to Teck's ownership of the operation. This includes the Antamina mine (22.5% interest), Fort Hills mine (21.3% interest), Neptune Bulk Terminals (46% interest), and NuevaUnión (50% interest).
(3) Safety statistics in Figure 15 include both employees and contractors at all of our locations in which Teck holds majority ownership and directly manages (operations, projects, closed properties, exploration sites and offices). For sites where Teck owns more than 50%, safety statistics are weighted 100%.

Process Safety Events

Process safety events are those that typically involve an unexpected mechanical integrity failure in a pipeline system or processing facility that may result in a fire, explosion, rupture or hazardous chemical leak. All high-potential incidents (including process safety events) were thoroughly investigated to identify corrective actions to minimize the potential for reoccurrence.

Table 14: Process Safety Events – Teck-Operated[1]

	2020	2019	2018	2017
Process-Related HPIs	**5**	2	7	6
Frequency (per 1,000,000 hours)	**0.10**	0.04	0.22	0.22

(1) Teck-operated data covers all operations in which Teck holds majority ownership and directly manages.

Collaboration with Industry

We work with various local, national and international organizations and programs to incorporate best practices of health and safety into our system. We actively participate in health and safety programs and initiatives of the ICMM, the Earth Moving Equipment Safety Round Table (EMESRT) and the Mining Association of Canada (MAC).

In 2020, Teck became a founding member of the International Mining Standards (IMS) Hub to collaborate on the development and sharing of critical control standards and associated communication tools. We have committed to contributing our standards to the hub so others can leverage our work in health and safety.

Occupational Diseases

We report the incidence of occupational diseases at Teck, based on accepted workers' compensation claims from each jurisdiction in which we work, for the disease categories set out in Table 15. In some cases, as our systems for reporting occupational diseases continue to mature, occupational disease cases and rates may increase in the short to medium term. This is a reflection of the long latency period associated with the development of occupational disease. We continue to enhance our application of improved risk-based controls to prevent occupational diseases.

Table 15: Occupational Disease Cases[1],[2],[3]

Disease Category	2020	2019	2018	2017
Respiratory Diseases	**2**	1	1	3
Hearing Loss[4]	**0**	4	2	5
Musculoskeletal Disorders	**23**	11	6	6
Cancer	**0**	2	0	0
Other Medical Disorders	**5**	1	8	4
Total	**30**	19	17	18

Table 16: Occupational Disease Cases by Gender[1],[2],[3]

	2020	2019	2018	2017
Female	**6**	1	4	2
Male	**24**	18	13	16
Total	**30**	19	17	18

Table 17: Occupational Disease Rate[1],[2],[3]

	2020	2019	2018	2017
Total Occupational Disease Rate (per 200,000 hours)	**0.31**	0.18	0.17	0.19
Total Occupational Disease Rate (per 1,000,000 hours)	**1.57**	0.90	0.84	0.94

(1) Occupational disease data is collected from insurance providers such as WorkSafeBC; global exploration sites or marketing offices are not included.
(2) Occupational diseases are defined as an adverse, generally chronic and irreversible health effect associated with overexposure to chemical, physical or biological agents in the workplace (e.g., silicosis, bladder cancer, berylliosis, metal fume fever, asthma).
(3) Workers' compensation claims data is for accepted claims over the past four years and is for employees only; contractor data is not included.
(4) The reporting for hearing loss may be under-reported, due to limited data availability.

Case Study: Using Advanced Analytics to Improve Occupational Health

Occupational disease, a potential outcome of occupational exposure, represents the single most significant health and safety risk in the mining industry globally. In 2020, we completed the Nanozen pilot project to collect real-time dust exposure data, leveraging the power of advanced analytics to identify opportunities to improve occupational health. The 2020 project included dust exposure monitoring at three of Teck's active operations, and included a broad range of roles with different occupational exposure profiles.

Using advanced monitoring and analysis of the data collected, we were able to pinpoint the specific activities and times where dust exposures occur and prioritize approaches to mitigate them. Real-time dust monitoring will continue to be implemented at our operations going forward. This innovative and industry-leading initiative serves a key role in improving exposure controls and working towards Teck's goal of eliminating occupational disease. Read the full case study at teck.com/news/stories.

Relationships with Indigenous Peoples

Pictured above: Employee at Highland Valley Copper Operations, Canada.

Relationships with Indigenous Peoples

The majority of mining industry operations and many development projects are located within, or immediately adjacent to, Indigenous Peoples' traditional territories, making it vital to establish and maintain strong relationships throughout the mining life cycle. Maintaining relationships and trust with Indigenous Peoples is not only an important aspect of sustainable resource development, but is also an integral part of the process to advance reconciliation with Indigenous Peoples. The destruction of cultural sites in Australia's Juukan Gorge reinforced the need for businesses around the world to maintain active and respectful engagement with Indigenous Peoples.

Teck recognizes and respects the rights, cultures, interests and aspirations of Indigenous Peoples, and we are committed to building strong and lasting relationships. We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples, and the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining. We work to achieve the free, prior and informed consent of Indigenous Peoples for our activities, and we support self-defined community goals that provide lasting benefits. We continue to rely on the negotiation of mutually beneficial agreements as a foundation for strong and positive relationships, and we are proud to have signed five new agreements with Indigenous communities in 2020, bringing the total number of agreements to 72. In 2020 we also supported the efforts of Indigenous Peoples to manage COVID-19 through our Community Response Fund.

GRI Indicators and Topic Boundary

204-103, 411-103, 411-1, G4-MM5, G4-MM6

This topic is considered one of the most material by Indigenous Peoples, regulators and society in the context of all Teck sites located within or adjacent to Indigenous Peoples' territories.

How Does Teck Manage This Topic?

Information about how we manage relationships with Indigenous Peoples, including relevant policies, management practices and systems, is available for download on our website.

2020 Highlights

$192 million spent on Indigenous businesses through procurement

5 new agreements and **72** total agreements with Indigenous Peoples

Our Performance in Relationships with Indigenous Peoples in 2020

Our Targets and Commitments Teck is committed to responsible resource development, and we recognize that building strong relationships with Indigenous Peoples that help us understand each other's perspectives and priorities is fundamental to our success, as outlined in our Indigenous Peoples Policy. The following table summarizes our performance against our new sustainability strategy and goals for relationships with Indigenous Peoples.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
Goal: Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, education and training opportunities	On track	Continued to implement commitments to employment and procurement at all sites under site-level agreements with Indigenous Peoples. Launched Indigenous inclusion and diversity programming across Teck, including renewed cultural awareness training and activities. Established a cross-disciplinary community of practice to support continual improvement and best practice development for hiring and procurement. Established an implementation road map for the development of a local and Indigenous hiring and procurement strategy. Implemented improved performance measures to set 2020 baseline for five-year goals.
Goal: 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	As part of Teck's Community Investment program, provided a total investment of $19 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. This includes $3.4 million via 145 organizations to support Indigenous Peoples, representing 18% of Teck total community investment spend in 2020.

Key Performance Indicators

Indicator

Procurement spend with Indigenous suppliers

Target

Increase procurement spend with Indigenous suppliers relative to total spend

2020:	$192 million (3%)
2019:	$225 million (3%)
2018:	$209 million (4%)

Indicator

Number of agreements with Indigenous Peoples

Target

Negotiate agreements with Indigenous Peoples affected by our activities

2020:	5 new agreements
2019:	14 new agreements
2018:	22 new agreements

Indicator

Significant disputes(1) relating to land use and the customary rights of local communities and Indigenous Peoples

Target

Zero significant disputes

2020:	1 significant dispute(2)
2019:	3 significant disputes
2018:	Zero significant disputes

(1) Disputes are conflicts between the company and the impacted community that are related to land use and the customary rights of local communities and Indigenous Peoples. Significant community disputes are those disputes that cannot be resolved jointly within a reasonable time frame, are repeated or widespread, or represent potentially significant or long-term financial, legal or reputational consequences for the community or company.
(2) See page 75 in the Relationships with Communities section for description of disputes.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples

We continue to engage with Indigenous Peoples early in our planning processes and work to achieve their free, prior and informed consent when proposing new or substantially modified projects, as outlined in our Indigenous Peoples Policy, which is available on our website. During the COVID-19 pandemic, we used virtual engagement methods, and supported efforts to manage the urgent community impacts of COVID-19 through funding from our Community Response Fund.

Case Study: Partnering with Indspire to Support Indigenous Students

At Teck, we are committed to collaborating with Indigenous Peoples to enable positive change. Since 2012, Teck has been a partner with Indspire, an Indigenous national charity that invests in the education of First Nations, Inuit and Métis people. The organization aims to increase graduation rates for Indigenous students through financial awards, support programs and other resources. Our ongoing contributions to Indspire's Building Brighter Futures bursaries, scholarships and awards have helped students achieve their goals, lessened their financial burden and enabled them to give back to their communities. In 2020, this included a $22,400 donation to support post-secondary Indigenous students from the Mikisew Cree First Nation and the Athabasca Chipewyan First Nation in Alberta. We also provided $11,000 through the Teck Indigenous Awards for Indigenous students attending a post-secondary or technical training and development program. Read the full case study at teck.com/news/stories.

Table 18: Summary of Engagement with Indigenous Peoples in 2020

Site	Major Activities
Cardinal River Operations	Engagement in 2020 focused on Cardinal River closure planning. Input was sought from Alexis Nakota Sioux Nation, Ermineskin Cree Nation, Whitefish Lake First Nation, O'Chiese First Nation and Mountain Cree Traditional Band on their interests regarding reclamation, including matters such as revegetation, environmental monitoring and development of a human–wildlife effects assessment.
Frontier project[1]	Engaged with agreement partners as the project proceeded through the regulatory process, including engagement on our decision to withdraw from the regulatory process. We also made contributions to local communities to support their management of COVID-19 impacts.
Highland Valley Copper Operations	Engagement focused on implementation of agreements with 17 Indigenous communities. This work was impacted by COVID-19 as communities paused to put the immediate needs of their communities first. We later proceeded with remote engagement to discuss topics addressed in agreements.
Quebrada Blanca Operations	Engaged with Indigenous Peoples on the continuity of joint water quality management efforts and local agricultural development programs in response to COVID-19.
Quebrada Blanca Phase 2 project (QB2)	Engagement on key aspects of QB2 construction continued remotely during the COVID-19 pandemic. We prioritized negotiating new agreements and implementation of critical commitments established in the 18 existing agreements signed with Indigenous and non-Indigenous communities. We also supported communities in their management of COVID-19 impacts.
Red Dog Operations	Conducted community meetings in eight of the 11 Indigenous communities near Red Dog Operations and delayed the remaining meetings due to COVID-19. Virtual meetings were also held with Indigenous organizations and governments and with the Subsistence Committee. Significant engagement was conducted regarding Red Dog water balance concerns related to natural elevated total dissolved solids in the local watershed and the COVID-19 pandemic.
Steelmaking coal operations in the Elk Valley	Engagement with the Ktunaxa Nation continued through use of remote platforms. We completed virtual reclamation workshops, online cultural awareness sessions and a virtual site tour. There was significant engagement on the Fording River Extension Project with Ktunaxa and potentially affected Indigenous Peoples.
Trail Operations	Engaged with the Okanagan Nation Alliance (ONA) related to the Northern Pike Program, and with the Upper Columbia White Sturgeon Recovery Initiative's technical working group. Trail Operations also engaged with the Lower Columbia Ecosystem Management Program and the Columbia River Integrated Environmental Monitoring Program, which include Indigenous representation.

(1) As of February 2020, we have withdrawn the Frontier project from the regulatory review process. However, active engagement with Indigenous Peoples and communities, among other activities, took place in 2020.

Incidents and Significant Disputes

There was one significant dispute for Teck that involved Indigenous Peoples in 2020. Please see page 75 in the Relationships with Communities section for further details.

Cultural Awareness Training

We regularly deliver training on Indigenous Peoples' rights and cultural awareness for exploration, operations and management staff. In 2020, approximately 560 people at our sites attended cultural awareness training, which supports understanding and appreciation for cultural diversity, and encourages maintaining a safe and respectful work environment in alignment with Teck's culture, values and beliefs.

Action on Reconciliation

Teck is committed to playing a role in reconciliation with Indigenous Peoples, particularly in Canada, and continues to work in partnership with Reconciliation Canada to support their vision of revitalizing the relationships among Indigenous Peoples and all Canadians. As part of this effort in British Columbia, Teck continues to support the implementation of the Memorandum of Understanding on economic reconciliation between the Business Council of British Columbia and the BC Assembly of First Nations. Teck's Indigenous Peoples Policy will also continue to provide a framework for our work with Indigenous Peoples. In addition, we are continuing to proactively engage in government-led initiatives to improve the lives of Indigenous Peoples in several jurisdictions through their participation in mining-related activities.

Negotiating and Implementing Agreements

In 2020, there were 72 active agreements in place with Indigenous Peoples, including five new agreements ranging from exploration agreements to impact benefit agreements.[14] For a full list of our active agreements with Indigenous Peoples for projects and operations, see our 2020 Sustainability Performance Data spreadsheet.

Implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

In November 2019, B.C. became the first province in Canada to legislate its endorsement of UNDRIP, implementing the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA). The legislation includes a commitment to ensure the laws of B.C. are consistent with the declaration, which includes a right for Indigenous Peoples to convey or withhold their free, prior and informed consent over government decisions that may impact them. In December 2020, the federal government of Canada introduced similar legislation: *Bill C-15: An Act respecting the United Nations Declaration on the Rights of Indigenous Peoples*. As set out in Teck's Indigenous Peoples Policy, we will continue to be guided by UNDRIP as we implement our commitment to work to achieve the free, prior and informed consent of Indigenous communities impacted by our activities, and ensure our efforts are consistent with DRIPA and all subsequent legislation to implement UNDRIP.

Sharing Economic Benefits

Employment is one way in which local communities can benefit from our operations, and we work with Indigenous communities to increase the number of Indigenous Peoples employed at Teck. As part of our ongoing efforts to improve our performance with regard to Indigenous employment, we have collected data on the number of applicants for employment who self-identify as Indigenous. In 2020, we had a total of 4,075 applicants across the company who self-identified as Indigenous; this represents 6% of total applicants. In 2020, there were 110 Indigenous new hires at Red Dog Operations, which represents 77% of the total new hires at Red Dog; 251 employees were NANA shareholders, representing 55% of the total number of employees at Red Dog Operations. NANA is a Regional Alaska Native Corporation owned by the Iñupiat people of northwest Alaska.

We continue to work on our data collection and analysis processes in order to support efforts towards strengthening our relationships with Indigenous communities by ensuring we are effectively sharing the benefits of mining, including employment and procurement opportunities.

[14] An agreement typically made with Aboriginal or Indigenous Peoples that outlines the potential impacts of a project, the commitment and responsibilities to mitigate these impacts, and the economic and other benefits that will be shared with the Aboriginal or Indigenous party.

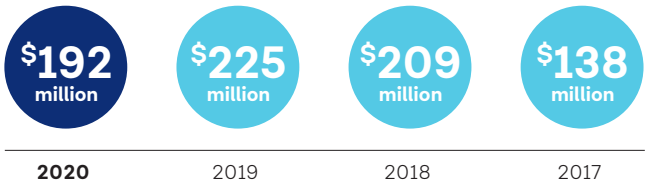
Case Study: Responding to the Needs of the Tahltan Community During COVID-19

Teck is committed to playing a role in the global mobilization to beat COVID-19, both in urban areas and in the remote communities in which we operate. In a remote mountainous region of northwestern British Columbia sits the Tahltan Territory, where the Galore Creek project is located. In this project, Teck and Newmont Corporation are jointly contributing to the Galore Creek Mining Corporation's (GCMC) COVID-19 pandemic response initiative. The Tahltan Leadership expressed concern about the risk of COVID-19 transmission from members living outside the Territory travelling to participate in traditional summer fishing activities. The TĀŁTĀN ŁUWE initiative was established to support Tahltan Leadership's efforts to keep Tahltan communities safe during the COVID-19 pandemic. With Tahltan Central Government support, GCMC worked closely with several Tahltan organizations in order to provide support. Through this initiative, a dedicated Tahltan team, along with volunteers, was mobilized, with COVID-19 safety measures in place. Participants fished for salmon on the Stikine River and then processed, preserved and distributed the salmon to Tahltan members residing outside the area. The initiative succeeded in delivering canned and frozen fish to 250 Tahltan families. Read the full case study at teck.com/news/stories.

Procurement from Indigenous Suppliers

In 2020, our operations spent approximately $192 million with suppliers who self-identified as Indigenous; this represents a decrease compared to 2019. Our overall procurement spend in 2020 also decreased due to COVID-19. In 2020, 42% ($133 million) of spending at Red Dog Operations was with Indigenous suppliers — where Indigenous procurement is one of the cornerstones of our operating agreement with NANA Regional Corporation.

Figure 16: Procurement Spend on Suppliers Who Self-Identified as Indigenous



Procurement with Indigenous businesses is critical in sharing the economic benefits of mining, and may increase or decrease depending on annual business priorities. Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in ensuring Indigenous businesses are able to provide goods and services to our sites at reasonable cost. In 2020, we further improved site-based tools to improve performance measurement of procurement with Indigenous businesses to support continuous improvement of procurement processes and outcomes.

Community Investment Focused on Indigenous Peoples

In 2020, Teck allocated $3.4 million via 145 organizations to projects that support Indigenous Peoples, including support to address impacts from COVID-19, compared to $2.4 million in 2019. This was 18% of our total community investment spend in 2020. Total community investment by Teck in 2020 is reported on pages 78–79.

Our Response to COVID-19

In response to COVID-19, Teck set up a community investment fund that is supporting the COVID-19 response and future recovery efforts in areas where Teck operates and internationally. A portion of this fund was dedicated to support Indigenous communities. Teck is also expediting payments to local and Indigenous suppliers to support their ongoing economic resiliency. Noteworthy investments in this area include:

- Through Highland Valley Copper, provision of a mobile kitchen to the Citxw Nlaka'pamux community to support food security for their members
- Through our steelmaking coal operations in the Elk Valley, contributions to the Ktunaxa Nation's Operation Street Angel, which supports homeless and at-risk individuals and families
- Through Red Dog Operations, funds for the provision of sanitation supplies and other needed goods for the Northwest Arctic Borough Villages

Relationships with Communities

Pictured above: Andacollo, Chile.

Relationships with Communities

As stakeholder demands intensify, creating social value and maintaining the ability to operate remains a top priority for the mining industry.[15] The onset of COVID-19 required an immediate response from government, private entities and NGOs to support those most impacted. As societies rebuild and emerge from the COVID-19 pandemic, there are opportunities to focus on recovery that will increase the resilience of our health, social and economic structures.[16]

Mining can contribute positively to these efforts, but also has the potential for negative impacts on communities. In recognition of these impacts and opportunities, the International Council on Mining and Metals (ICMM) established stakeholder engagement as one of its 10 Principles. In 2020, ICMM also published the Building Forward Better Framework, focused on rebuilding lives, livelihoods and learning to build a more resilient future, post-COVID-19. ICMM member companies are expected to work to mitigate negative impacts and to maximize positive impacts, including local hiring, local procurement and community investment.

At Teck, we are focused on community engagement as one of our core social management areas. Our Social Management and Responsibility at Teck (SMART) Framework is designed to take a people-centric approach to dialogue that focuses on relationships, rather than on issues. In 2020, we focused on building and maintaining good relationships with our stakeholders and supporting those impacted by COVID-19. This included creation of a $20 million fund that is supporting the COVID-19 response and future recovery efforts in areas where Teck operates and internationally, as well as implementation of new measures to support ongoing virtual engagement and consultation with communities in order to protect community health and safety.

GRI Indicators and Topic Boundary

102-33, 102-34, 201-103, 201-1, 202-2, 203-103, 203-1, 203-2, 204-1, 205-1, 413-103, 413-1, 413-2, 419-1, G4-MM6, G4-MM7

This topic is considered one of the most 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 and systems, is available for download on our website.

[15] Top 10 Business Risks Facing Mining and Metals. EY. 2020. [16] Leaders Rally for a 'Great Reset' to Achieve Global Goals. World Economic Forum. 2020.

2020 Highlights

$19 million in community investment

72% of total local employment

24% of total procurement was with local suppliers

Our Performance in Relationships with Communities in 2020

Our Targets and Commitments Maintaining good relationships with communities is essential to facilitating responsible mining. We do that by focusing on policies and practices driven by our understanding of social risk and 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 new sustainability strategy and goals for relationships with communities.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
Goal: Increase local employment and procurement opportunities by 2025 to deliver direct economic benefits to communities.	On track	Established a cross-disciplinary community of practice to support continual improvement and best practice development for hiring and procurement. Established an implementation road map for the development of a local and Indigenous hiring and procurement strategy. Implemented improved performance measures to set 2020 baseline for five-year goals.
Goal: 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	As part of Teck's Community Investment program, provided a total investment of $19 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. Included in this commitment was $10.75 million specifically dedicated to urgent programs related to COVID-19 as the first phase of Teck's $20 million response program.

Key Performance Indicators

Indicator
# of significant community disputes[1] at our operations

Target
Zero significant community disputes at our operations

2020:	1
2019:	3
2018:	0

Indicator
Procurement spend on local suppliers

Target
Increase procurement spend with local suppliers, relative to total spend on procurement[2]

2020:	24%
2019:	36%
2018:	33%

Indicator
Average % of local employment[3] at operations

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

2020:	72%
2019:	72%
2018:	71%

Indicator
Amount of funds disbursed through community investment

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

2020:	$19 million (0.97%)
2019:	$19 million (1.17%)
2018:	$22 million (1.69%)

(1) Disputes are conflicts between the company and the impacted community related to land use and the customary rights of local communities and Indigenous Peoples. Significant community disputes are those disputes that cannot be resolved jointly within a reasonable time frame, are repeated or widespread, or represent potentially significant or long-term financial, legal or reputational consequences for the community or company.
(2) See page 98 for total spend on procurement.
(3) Estimate based on Teck's human resources reported data.

Engagement on Actual or Potential Impacts

Guided by our Health, Safety, Environment and Community (HSEC) Management Standards and our SMART Framework, we require all nine of our operations, all seven of our development projects, both of our joint ventures, and all of our exploration teams to engage and consult with stakeholders and communities to address potential, current and emerging issues, and to maximize opportunities that provide strategic value for Teck and for those communities. For a full list of our operations, development projects and joint venture operations not managed by Teck, see the Methodology & Restatements on page 112 of this report.

Our approach to engagement evolved as a result of COVID-19. We used virtual engagement methods, and we supported efforts to manage COVID-19 through funding from our Community Response Fund.

Activities across the mining life cycle may result in a range of social, economic and environmental impacts, both positive and negative. These may include impacts that are relevant to human rights or Indigenous rights. Examples of specific impacts experienced at our operations in 2020 and major engagements undertaken are discussed in Table 19. See pages 4–6 for a list of key engagement topics with stakeholders and Indigenous Peoples identified and managed in 2020.

Table 19: Selected Major Engagement Activities in 2020

Actual or Potential Impacts on Communities from Our Activities	Sites and Projects	Major Engagement Activities
Socio-Economic/Community: livelihoods, cultural use, employee rights	Cardinal River	Engaged with community members, government and Indigenous Peoples near the operation on planning for closure.
Environmental/Socio-Economic: livelihoods and community health	Carmen de Andacollo Operations	Engaged with community members and local government to address concerns with respect to blasting, including dust, noise and vibration from mining activities.

Table 19: Selected Major Engagement Activities in 2020

Actual or Potential Impacts on Communities from Our Activities	Sites and Projects	Major Engagement Activities
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 Fording River Extension project and the Elk Valley Water Quality Plan.
Socio-Economic/Community/ Environmental: livelihoods, cultural use, access to land and water	Highland Valley Copper Operations	Engaged with Indigenous Peoples near operation on the advancement of environmental approvals to extend the life of existing mine, implementation of agreements and closure planning.
Socio-Economic/Community: livelihoods, employee rights	Pend Oreille	Engaged with community members and local government on planning for closure.
Socio-Economic/Community/ Environmental: livelihoods, cultural use, water quality	Quebrada Blanca Operations	Engaged with local communities and Indigenous Peoples on the continuity of joint water quality management and local agricultural development programs through COVID-19.
Socio-Economic/Community/ Environmental: livelihoods, cultural use and subsistence, community health, water quality	Red Dog Operations	Engaged with Indigenous Peoples and government agencies on water balance issues caused by melting permafrost and the resultant high metal loading to the local watershed.
Environmental/Community: community health, livelihoods	Trail Operations	Engaged with community members and government on the long-term sustainability of Trail Operations, including RACE21™, greenhouse gas emissions and climate change, training and employment opportunities, and our response to the COVID-19 pandemic.
Socio-Economic/Community: livelihoods, subsistence, community well-being	Quebrada Blanca Phase 2 project	Engaged with Indigenous Peoples, communities, governments and fishing unions to sign new agreements, to implement community development agreements and to manage chance archeological discoveries related to project construction.
Environmental/Socio-Economic/ Community: access to land and water, livelihoods, subsistence, community well-being	Frontier project[1]	Engaged with Indigenous Peoples and government agencies in responding to the Frontier project being withdrawn from the regulatory process.
Environmental/Socio-Economic/ Community: access to land and water, livelihoods	Zafranal project	Engaged with stakeholders on project awareness, results from the social and environmental impact assessment (SEIA) and socio-economic opportunities; advanced engagement with informal miners near the project; and engaged with regulators to complete archeology and cultural heritage studies.

Table 19: Selected Major Engagement Activities in 2020

Actual or Potential Impacts on Communities from Our Activities	Sites and Projects	Major Engagement Activities
Environmental/Socio-Economic/ Community: cultural use, livelihoods, community well-being	Galore Creek project	Engaged with Indigenous communities to sign a Communications and Engagement Agreement, and to sign a Knowledge Protocol Agreement to conduct archeological studies. Continued engagement with Indigenous communities on regulatory compliance and environmental performance.
Socio-Economic/Community: cultural use, access to land and water, livelihoods	San Nicolás project	Engaged with stakeholders to register their interests and concerns and to advance project land access and land purchase agreements utilizing IFC Performance Standard 5. Engaged with regulators to complete archeology and cultural heritage studies.
Socio-Economic/Community: cultural use, livelihoods, community well-being	Mesaba project	Engaged with Indigenous Peoples communities on access road improvements and food security initiatives during COVID-19.
Socio-Economic/Community: cultural use	Schaft Creek project	Engaged Indigenous communities to sign a Communications and Engagement Agreement.

(1) As of February 2020, we have withdrawn the Frontier project from the regulatory review process. However, active engagement with Indigenous Peoples and communities, among other activities, continued to take place in 2020.

Teck's SMART Framework

Teck's SMART Framework continues to be supported by guidance and toolkits to support the consistency and quality of key social practices at sites. In 2020, improvements included efforts to develop a revised communities standard to align with a new HSEC Management System. We also continued to focus on providing support for our community relations practitioners, both corporately and at sites. This included a new virtual training program in 2020 to support the continuation of ongoing engagement and consultation activities in the absence of traditional in-person interactions.

Understanding our Communities

In 2020, Teck conducted public opinion surveys with people living near our Elk Valley, Highland Valley Copper, Red Dog and Trail operations for the fourth consecutive year, 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 were conducted by an independent polling company. Surveys at our Chilean operations were deferred until 2021 in light of COVID-19.

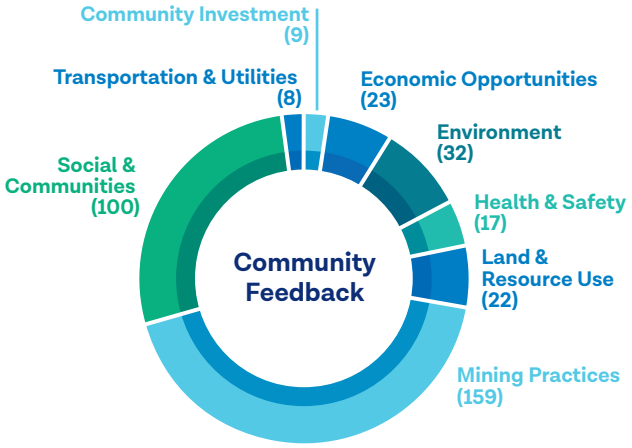
Feedback, Grievances and Disputes

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 that require a response and potential further action from the company.

Feedback

In 2020, Teck recorded approximately 5,000 interactions with external stakeholders as a result of our various engagement activities. Of that number, we received 370 instances of feedback through direct feedback mechanisms established across our sites, compared to 559 in 2019. Feedback levels will vary from year to year for several reasons, including the level of permitting or project activity. In 2020, total feedback was also impacted by reduced engagement in some areas due to COVID-19. As our sites improve their use of feedback mechanisms, we may see an increase in the overall amount of feedback received.

Figure 17: 2020 Feedback Received by Category(1)



(1) Our feedback system allows for multiple labels to be assigned to each grievance/feedback. For the purposes of these diagrams, we have chosen the primary label assigned by our community relations practitioners.

Negative Feedback/Grievances

In 2020, of the total feedback received, 178 items were considered grievances. Grievances are reflective of perceived or actual events taking place as a result of company activities and therefore do not necessarily constitute an actual negative impact or non-conformance event. However, grievances may be seen as an indication of concerns from community members that, if repeated or unresolved, could escalate. Teck's practice is that all feedback, which includes grievances, is acknowledged and assessed and a response is communicated to the complainant, with the goal of providing a satisfactory reply or resolution in a timely manner.

All of Teck's operations have feedback policies that include a response time for acknowledging the feedback and working to resolve feedback. As adopters of the United Nations Guiding Principles, Teck demonstrates its corporate commitment to remedy issues through effective implementation of its site-based feedback mechanisms. In line with the Guiding Principles, Teck prohibits retaliation against individuals who submit grievances to the company and has received no reported incidences of retaliation.

While the specific conditions and circumstances of individual grievances may vary, Teck monitors grievance trends at sites to inform its response to reported impacts and inform its engagement strategies. Examples of noted trends and responses in 2020 included:

- **Red Dog Operations (RDO):** Residents and officials in the Village of Kivalina provided multiple grievances about RDO's treated water discharge and the water discolouration caused by naturally occurring mineral that seeps into the Wulik watershed where the community collects their drinking/bathing water. Additional engagements with the community have been prioritized to address impacts and concerns as well as exploration of options to implement improved water quality measures in the community.
- **Carmen de Andacollo Operations (CdA):** Site received an increase in grievances from residents in the El Toro, Matedoro-El Cobre and Chepiquilla communities with respect to mine blasting activities and associated noise, vibration, odours and dust. The Superintendency of Environment (SMA) has asked CdA to address community grievances, mainly with respect to noise. A special community monitoring plan is underway with emphasis on constructing a noise barrier and installing a sound-level meter.
- **Quebrada Blanca Phase 2 project (QB2):** Site received an increase in grievances from Caposa community residents with respect to operations and project traffic management on the existing road and highway system, resulting in increases in dust as well as concerns about impacts on safety and flora. Additional grievances were filed by community members related to bypass road construction, including vehicles accessing unauthorized sectors, dust emissions, impacts on flora, and concerns about meeting commitments under agreements. The project continues to implement controls, including dust control plans.

Figure 18: 2020 Grievances Received by Category[1]

(1) Our feedback system allows for multiple labels to be assigned to each grievance/feedback. For the purposes of these diagrams, we have chosen the primary label assigned by our community relations practitioners.

Disputes

Disputes represent conflicts between the company and the impacted community related to land use and the customary rights of local communities and Indigenous Peoples. Disputes are considered significant when they cannot be resolved jointly within a reasonable time frame, are repeated or widespread, or represent potentially significant or long-term financial, legal or reputational consequences for the community or company. In 2020, Teck sites experienced one significant dispute.

Table 20: Significant Disputes[1]

	2020	2019	2018	2017
# of significant disputes	**1**	3	0	0

(1) Total number of significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples at Teck sites.

A brief description of the significant dispute is as follows:

- **Highland Valley Copper Operations (HVC):** In September 2020, Teck HVC Corporation was named along with the federal and provincial governments in a Notice of Civil Claim filed by the Pukaist Nation of the Nlaka'pamux Nation in which it seeks formal recognition of its Aboriginal rights and title to its traditional lands in areas where HVC currently operates. This claim overlaps with lands currently identified as the traditional territories of the Cook's Ferry Indian Band and other recognized Nlaka'pamux communities. While determination of Aboriginal rights and title in Canada is a matter to be addressed by Indigenous, federal and provincial governments, and we believe that the claim is highly unlikely to affect operations at HVC, Teck recognizes the significant implications of such a claim, and Highland Valley Copper will remain engaged with the claim until it is resolved.

Several aspects of a dispute identified in 2019 (remaining legal and administrative actions against QB2 filed in that year) were resolved in 2020 and have not been identified as new disputes in this report.

Community Incidents

In 2020, we continued to utilize a community incident reporting system to ensure we capture and respond to all community concerns in addition to those raised through our usual feedback mechanisms. An incident is an occurrence where individuals or groups may cite real or perceived breaches of law or company policy, and 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 reported one community incident deemed significant during the 2020 reporting year, due to the actual or potential consequences associated with the event:

- **Neptune Bulk Terminals:** As part of the facility expansion project, in the first quarter of 2020 two 12-tonne shed pile pipes carried by a trucking company contracted by Teck were dropped onto the Sea-to-Sky Highway during transit. While there were no injuries or significant damage reported, the potential impacts of the event led to an internal investigation of the incident, with corrective actions identified for parties involved.

In addition to the above example, the following moderate incidents were identified and are noted for reporting purposes:

- **HVC:** An Indigenous council raised a grievance related to the perceived relationship and business impacts resulting from a site procurement decision. This resulted in a focused review of relevant procurement processes related to the decision and additional direct outreach between the parties to manage the relationship impacts.
- **QB2:** In the first quarter of 2020, the project experienced one temporary blockade of route A-855, which provides access to pipeline camp 2, by some members of local communities citing concerns regarding hiring commitments. The blockade was short-term in duration and engagement was undertaken with community members through agreements to address issues raised.

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 2020, we had a loss attributable to shareholders of $927 million or $1.73 per share. This compares with a loss attributable to shareholders of $605 million or $1.08 per share in 2019. See our 2020 Annual Report for more detailed information on our financial performance.

Table 21: 2020 Breakdown of Economic Value Generated and Distributed (millions)

	Economic Value Generated	Economic Value Distributed								Economic Value Retained
		Payment to Suppliers[2]		Employee Wages and Benefits[3]		Payments to Providers of Capital[4]	Income and Resource Taxes[5]	Community Investments[6]	Total	
	Revenues[1]	Operating Costs	Capital Expenditures	Operating Costs	Capital Expenditures					
Canada	$ 6,437	$ 4,441	$ 1,161	$ 1,161	$ 15	$ 606	$ 41	$ 10	$ 7,435	$ (998)
U.S.	1,521	782	161	140	4	8	53	1	1,149	372
Chile	558	274	1,629	90	47	50	21	6	2,117	(1,559)
Peru	896	253	100	100	–	2	118	0.5	573	323
Other	–	16	12	4	–	1	–	1	34	(34)
Inter-segment elimination[2]	(464)	(464)	–	–					(464)	–
Total	**$ 8,948**	**$ 5,302**	**$ 3,063**	**$ 1,495**	**$ 66**	**$ 667**	**$ 233**	**$ 19**	**$ 10,846**	**$ (1,896)**

(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 excludes 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 reflects 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.

Local Hiring and Procurement

We track the number of local employees; the value of local procurement is reflected in Tables 22 and 23, with the latter being influenced primarily by the extent of site-level construction and maintenance activity, as well as 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 2020, our overall average of local employees was 72% of our operational workforce, the same as in 2019; 55% of senior management were from the local community.

Table 22: Local Employment in 2020[1],[2],[3]

Operation	Local Employees	Senior Management Roles Filled by Locals
Cardinal River	54	2
Carmen de Andacollo	281	0
Elkview	652	24
Fording River	780	14
Greenhills	404	20
Highland Valley Copper	1,262	16
Line Creek	402	11
Quebrada Blanca[4]	198	5
Red Dog	419	12
Trail Operations	1,416	60
Total	**5,868**	**164**

Case Study: Strengthening Small Business through a Microenterprise Entrepreneurship Fund at Carmen de Andacollo

Supporting female-led businesses helps to strengthen communities, unlock talent, and improve security and diversity. To support female entrepreneurs in Andacollo, Teck's Carmen de Andacollo Operations in Chile created the Microenterprise Development Fund (Fondemi). The funding program provides entrepreneurs in Andacollo and the Alfalfares sector in La Serena with small grants to grow their business and thrive. The program makes two financing streams available to applicants. The first is the Línea Fondo Inicia or Beginners Fund, aimed at individuals wishing to strengthen or formalize their businesses, which offers a maximum financing of 1,000,000 Chilean pesos (CLP) or about 1,700 Canadian dollars. The second is the Línea Fondo Empresa or Enterprise Fund, which is aimed at microentrepreneurs who have more established businesses. The maximum financing for these projects is CLP 2,000,000. What sets this fund apart is that almost 80% of applications have been submitted by female entrepreneurs. Participants from a variety of backgrounds and stages of their business have benefited from the fund. Read the full case study at teck.com/news/stories.

Table 23: Percentage of Total Spend with Local Suppliers[1],[2]

Operation	2020	2019	2018	2017
Cardinal River	**16%**	14%	14%	12%
Carmen de Andacollo	**18%**	16%	14%	13%
Steelmaking coal operations in the Elk Valley	**46%**	36%	41%	26%
Highland Valley Copper	**42%**	28%	32%	37%
Pend Oreille	**40%**	18%	14%	14%
Quebrada Blanca	**20%**	17%	5%	12%
Red Dog	**66%**	71%	75%	41%
Trail Operations	**47%**	38%	29%	29%
Total	**24%**	36%	33%	26%

(1) Data is not directly comparable between operations, as there are differences in how we define "local" and how we track data for each operation.
(2) "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.
(3) Senior management is defined as employees at bands 10 or higher.
(4) Does not include employment for QB2 project.

Community Investment

In 2020, our community investment expenditures were $19 million in total, which includes $10.75 million specifically dedicated to urgent programs related to COVID-19 as the first phase of Teck's $20 million response program. The total expenditures were slightly below the target of 1% of our earnings before taxes on a five-year rolling average basis due to delay in the advancement of some investment partnerships due to COVID-19.

Noteworthy investments in this area were our Teck COVID-19 Response Fund and our Copper & Health program. Information on our community investment reporting framework is available on our website.

Our Response to COVID-19

Teck is supporting critical social initiatives and increased healthcare capacity, both in areas where we operate and internationally. In 2020, we set up a $20 million community investment fund to support local organizations in areas where Teck operates. These include organizations that are directly involved in responding to COVID-19 (such as healthcare and social services) and organizations directly experiencing impacts resulting from COVID-19. Contributions include:

- Providing on-site personal protective equipment (PPE) to hospitals and emergency responders in Canada and the U.S.
- Establishing an application-based community response program in Canada and the U.S. for non-profit organizations to apply for grants to support urgent COVID-19 responses, including dedicated funding for Indigenous Peoples
- Investing in healthcare equipment and facilities in the Tarapacá and Coquimbo regions in Chile
- Contributing to national and international relief efforts through the Canadian Red Cross, UNICEF and China Foundation for Poverty Alleviation
- Investing in research organizations focused on COVID-19 treatments, rapid testing and PPE effectiveness
- Investing in a pilot project with TransLink in Vancouver to test copper in public settings to reduce the spread of viruses and bacteria
- Collaborating with and assisting organizations historically supported by Teck in lieu of cancelled public events or fundraisers

Case Study: Responding to COVID-19 Impacts through Community Investment

The global health crisis posed by COVID-19 is unlike anything previously faced by organizations, families and communities. In 2020, we created a $20 million community investment fund to support community responses to COVID-19, and to provide funding for critical local initiatives and future recovery efforts. A portion of this fund has been dedicated to support Indigenous communities, in addition to expediting our payments to local and Indigenous suppliers to support their ongoing economic resilience. With this initiative, we are providing communities with resources required to support their economies, protect their residents, and support the health and safety of front-line workers. Teck allocated $10.7 million of the $20 million fund in 2020 to several initiatives. These included 88 dedicated investments at all Canadian and U.S. sites and exploration projects through our application-based grant program, direct support to healthcare services in Chile, support for vulnerable communities, investment in COVID-19 research programs and support for international relief efforts, among others. Read the full case study at teck.com/news/stories.

Table 24: Community Investment by Site[1]

Operation	2020	2019	2018	2017
Corporate Offices and Projects[2]	**$ 11,774,000**	$ 12,098,000	$ 13,387,000	$ 8,956,000
Carmen de Andacollo	**$ 2,110,000**	$ 2,569,000	$ 2,264,000	$ 1,773,000
Steelmaking coal operations[3]	**$ 1,421,000**	$ 1,038,000	$ 2,134,000	$ 675,000
Duck Pond[4]	**$ 10,000**	$ 4,000	$ 12,000	$ 180,000
Highland Valley Copper	**$ 650,000**	$ 501,000	$ 713,000	$ 391,000
Pend Oreille	**$ 58,000**	$ 87,000	$ 20,000	$ 16,000
Quebrada Blanca	**$ 988,000**	$ 1,241,000	$ 1,857,000	$ 256,000
Red Dog	**$ 996,000**	$ 707,000	$ 686,000	$ 541,000
Trail Operations	**$ 845,000**	$ 947,000	$ 326,000	$ 338,000
Exploration[5]	**$ 201,000**	$ 91,000	$ 146,000	$ 80,000
Total	**$ 19,053,000**	$ 19,283,000	$ 21,545,000	$ 13,206,000

(1) The numbers represent Teck's portion of ownership during 2018 (Carmen de Andacollo 90%, Quebrada Blanca 90%, Zafranal 80% and Galore Creek 50%).
(2) Includes Calgary, Santiago, Spokane, Toronto and Vancouver offices as well as resource development projects (Frontier, Galore Creek, Quintette, Zafranal, San Nicolás, Mesaba and Schaft Creek). As of February 2020, we have withdrawn the Frontier project from the regulatory review process. However, active engagement with Indigenous Peoples and communities, among other activities, took place in 2020.
(3) Steelmaking coal operations include Cardinal River, Elkview, Greenhills, Fording River and Line Creek operations.
(4) Legacy property.
(5) Teck has a global exploration presence. See our website for details.

Case Study: Partnering to Test Germ-Killing Copper on Public Transit in Vancouver

At Teck, we explore new and innovative ways to improve safety, sustainability and efficiency across everything we do. This is why we have partnered to test antimicrobial copper on high-touch surfaces in public transit vehicles in Metro Vancouver, B.C. The project is the first of its kind on a transit system in North America and the latest in Teck's ongoing efforts to promote the use of antimicrobial copper surfaces in healthcare and public spaces through our Copper & Health program. The pilot project is fully funded by Teck and is in partnership with TransLink, Vancouver Coastal Health, VGH & UBC Hospital Foundation, Coalition for Healthcare Acquired Infection Reduction and the University of British Columbia. Various forms of copper protection were installed on frequently touched surfaces on two buses and two SkyTrain cars. During the four-week pilot, the copper surfaces were swabbed twice a week to test for the presence of bacteria and viruses. The findings are now being assessed by the research team, with results expected in 2021. Read the full case study at 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 2020, employees across Teck supported several initiatives such as the Nature Conservancy of Canada, local hospital foundations and Movember Canada, with a total of $76,000 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) and the Prospectors & Developers Association of Canada (PDAC).

In 2020, Teck supported the development of two documents drafted by the MAC's Towards Responsible Mining (TSM) initiative: the TSM Responsible Sourcing Alignment Supplement and the Indigenous and Community Relationships Protocol.

Inclusion, Diversity and Our People

Pictured above: Employee at Quebrada Blanca Operations, Chile.

Inclusion, Diversity and Our People

With the nature of employment evolving and employees embracing remote working – accelerated by the COVID-19 pandemic — it is important to know how to best manage and engage an increasingly distributed workforce.[17] Other developments, such as an abundance of data and the need to embrace greater inclusion and diversity, are also reshaping the workforce. Companies are responding to these trends by investing in the development of employee skills, implementing internal policies, and working to attract and retain a more diverse workforce.

The mine of the future requires increasingly advanced skills and training, and leading companies recognize that a high-performing, innovative, diverse and inclusive workforce is linked to business value. At Teck, we know that supporting a diverse, safe and engaged workforce is foundational to our business. Although we faced increasingly challenging market conditions due to the COVID-19 pandemic, we remained focused on operating safely and responsibly maintaining employment and economic activity to the extent possible during this time. As such, there have been no redundancies of any Teck employees as a result of COVID-19.

We also want to be an employer of choice and a company that continues to attract, develop and retain talented and engaged employees globally. We do this by investing in our people throughout their careers and by offering a diverse and inclusive workforce. For example, as of 2020, women made up 20% of Teck's total workforce, the same as 2019, and 25% of Teck's Board of Directors are women. We are also committed to providing training and development opportunities that will enable our workforce to adapt to the increasing use of technology and innovation in our business. In 2020, we conducted a company-wide Inclusion and Engagement Survey, and the results will be used to establish a baseline for inclusion and engagement at Teck.

GRI Indicators and Topic Boundary

102-8, 102-41, 202-103, 202-1, 401-103, 401-1, 402-1, 404-103, 404-1, 404-2, 404-3, 405-103, 405-1, 405-2, 406-103, 406-1, G4-MM4

This topic is considered one of the most material by our employees and local communities in the context of all Teck sites and the direct or indirect impacts on communities.

How Does Teck Manage This Topic?

Information about how we manage diversity and employee relations, including relevant policies, management practices and systems, is available for download on our website.

[17] COVID-19: It's time to rethink where, how and why we work. World Economic Forum. 2020.

2020 Highlights

Focused on strengthening diversity, with women making up **29%** of new hires in 2020; women now comprise **20%** of our total workforce, **20%** of senior management[18] and **25%** of the Board of Directors.

$1.6 billion paid to employees in wages and benefits

Named one of **Forbes World's Best Employers 2020.**

Our Performance in Inclusion, Diversity and Our People in 2020

Our Targets and Commitments We are committed to having an inclusive and diverse workforce. By establishing a culture of safety, employee engagement, and support for inclusion and diversity in our workforce, we are able 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 communities around us. The following table summarizes our performance against our new sustainability strategy and goals for our people.

Sustainability Strategy Goals	Status	Summary of Progress in 2020
Strategic Priority: Foster a workplace where everyone is included, valued and equipped for today and the future		
Goal: Increase the percentage of women working at Teck — including women in leadership positions — and advance inclusion and diversity initiatives across the company by 2025	On track	There were 2,068 women working at Teck at the end of 2020, which represents 20% of the total workforce. In addition, 29% of total new hires in 2020 were women.
Goal: Equip our employees for future workplace and leadership needs, including upskilling and reskilling, by investing $200 million in training and skills development programs by 2025	On track	109 leaders completed one of our four leadership development programs. $34 million invested in training and development.
Goal: Expand employee engagement opportunities, including employee-driven community initiatives and a company-wide feedback program, by 2025	On track	Conducted a company-wide Inclusion and Engagement Survey, providing all regular and fixed-term employees with an opportunity to provide valuable insight into how Teck can improve its inclusion and diversity engagement initiatives. The survey results will help establish a baseline for inclusion and engagement at Teck.

[18] See page 89 for the definition of Senior Management.

Key Performance Indicators

Indicator
% of women working at Teck

Target
Increase % of women at Teck

2020:	20% female employees
2019:	20% female employees
2018:	18% female employees

Indicator
% of total employee turnover

Target
Keep total employee turnover under 10% each year

2020:	10% total turnover
2019:	10% total turnover
2018:	8% total turnover

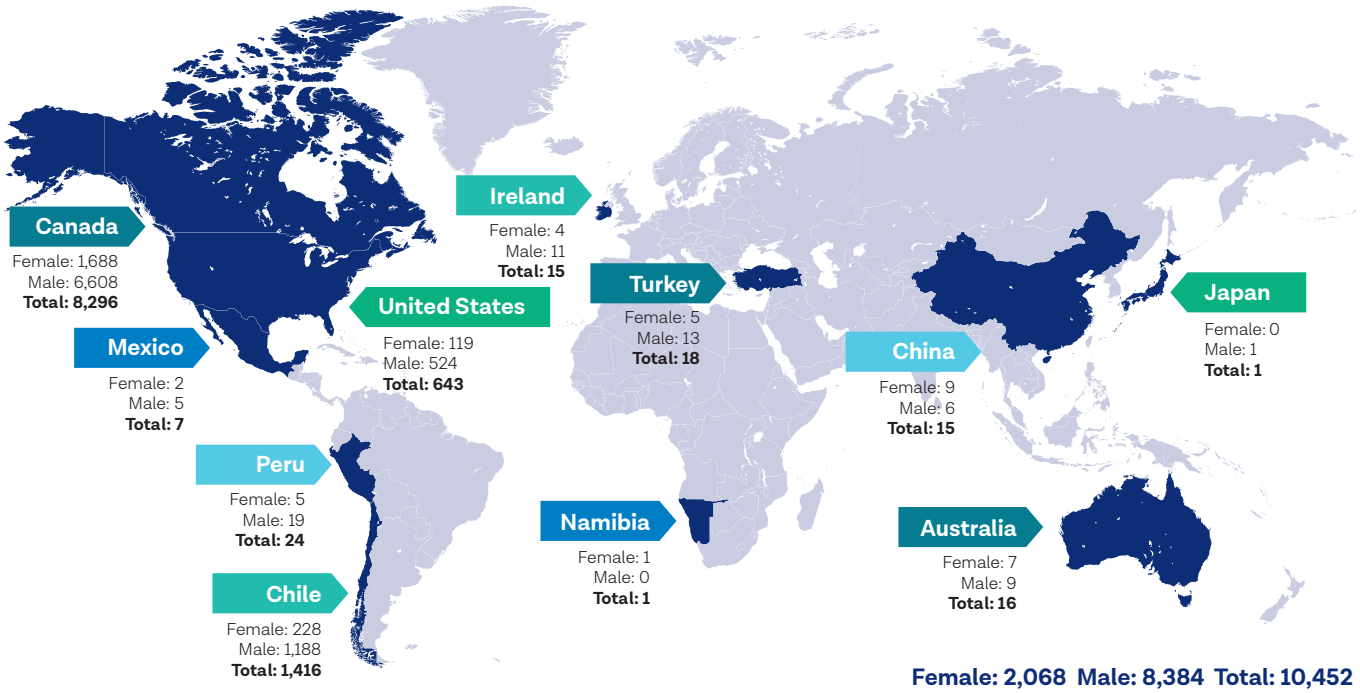
Indicator
Annual investment spend on training

2020:	$34 million
2019:	$48 million
2018:	$43 million

Global Workforce Demographic

At the end of 2020, there were 10,452 employees, temporary and permanent, working at Teck operations and offices.

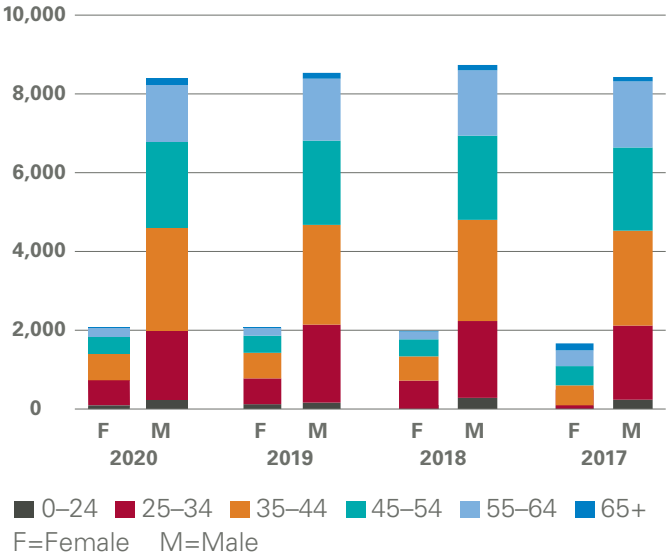
Figure 19: Global Workforce in 2020



Female: 2,068 Male: 8,384 Total: 10,452

Figure 20: Global Workforce by Employment Level

Figure 21: Global Workforce by Age and Gender



Our COVID-19 Response

We are focused on operating safely and responsibly, and on maintaining employment and economic activity to the extent possible during the COVID-19 pandemic. We provide regular updates to employees on preventive measures, COVID-19 symptoms, protecting themselves and others, and how to self-assess before coming to work. See page 55 of the Health and Safety section for more details on preventive measures implemented across our offices and operations.

Sick Leave

We expanded the coverage of sick leave benefits for regular employees so that anyone required to self-isolate remains eligible for sick leave benefits with no waiting period. We also eliminated the waiting period to support employees in staying home and immediately receive sick pay benefits if they were feeling unwell, had just returned from international travel or had exposure to someone suspected of having COVID-19.

Workplace Flexibility

Along with our existing family-friendly policies and programs, we implemented remote work wherever feasible, as part of our response to COVID-19, with a focus on supporting working parents and employees with underlying health conditions. A global Flexible Work Task Force and an Executive Steering Committee have been put together to identify opportunities to implement expanded flexible work guidelines beyond the COVID-19 pandemic.

Supporting Mental Well-Being

In 2020, we expanded the Employee Family Assistance Program (EFAP) for all employees and their dependents globally to support overall wellness, including mental health. This benefit will remain in place beyond the current pandemic period. We also launched telehealth services in the U.S., Canada and Chile, where the vast majority of our employees are located. In Canada, we also expanded the Best Doctors Mental Health Navigator program to provide additional mental health guidance for employees and their families (including parents and in-laws).

We continue to raise awareness on mental health through mental wellness webinars, including *Understanding Suicide* and *Balance and Burnout: Unplugging During Challenging Times*. These webinars were recorded and made available for employees and their families to access.

Case Study: Promoting Mental Health Awareness with Wellness and Learning Programs

At Teck, mental health is an important component of our goal of everyone going home safe and healthy every day. In 2005, Teck's Inspiring Wellness and Learning Programs Committee was originally established at Trail Operations. The Mental Health Awareness Crew Talks and Safe and Sound 2 are two such programs initially conducted at Trail that have now been expanded to other operations, including Elkview, Line Creek, Greenhills, Highland Valley Copper, Red Dog and Pend Oreille, and to our corporate head office. In addition, various health and wellness initiatives, including mental health awareness training, health screening events and family programs have been implemented across Teck. Teck is currently in the process of developing a company-wide Mental Health Policy to further support existing initiatives. In 2020, Teck implemented new and expanded services to help support our people during the COVID-19 pandemic. This includes providing our employees and their families in Canada, the U.S. and Chile with access to virtual health services to speak with, and seek advice from, clinicians, including psychologists and psychiatrists, about medical or mental health concerns. Read the full case study at teck.com/news/stories.

Labour Relations

In total, 53.5% of our workforce was unionized in 2020. Table 25 presents a list of collective bargaining agreements covering unionized employees at our principal operations (including Antamina). In 2020, we reached a new agreement with the International Union of Operating Engineers, Local 115, at Line Creek. Negotiations are underway regarding a new collective agreement at Elkview.

Teck is working closely with our unions, particularly our largest union, the United Steelworkers, on implementing extensive preventive measures in response to COVID-19 to safeguard our employees and to support community efforts to limit transmission. In early 2020, we temporarily reduced crew sizes at our operations; however, all hourly employees in these jurisdictions continued to be paid during that period.

Table 25: List of Collective Agreements

Operation	Expiry Dates
Antamina	**July 31, 2021**
Carmen de Andacollo	**September 30, 2022 (Operators' Union)** **December 31, 2022 (Supervisors' Union)**
Elkview	**October 31, 2020**
Fording River	**April 30, 2021**
Highland Valley Copper	**September 30, 2021**
Line Creek	**May 31, 2024**
Quebrada Blanca	**January 31, 2022 (Union Admin)** **November 30, 2022 (Union 1)** **March 31, 2022 (Union 2)**
Trail	**May 31, 2022**

Talent Attraction

In early 2020, prior to COVID-19-related restrictions, Teck conducted recruitment events in several communities near our operations. However, we later modified our approach to conduct a virtual Campus Coffee Conversations program for targeted students from post-secondary institutions across Canada and we utilized social media to amplify our engagement. Teck also had a recruitment presence at several virtual events, including events hosted by the Mining Industry Human Resources Council (MiHR) and the Canadian Institute of Mining, Metallurgy and Petroleum (CIM). These and other activities help ensure Teck attracts top talent and a sufficient volume of applications to fill vacancies, with a focus on co-op students and professionals-in-training (e.g., Engineers and Geoscientists).

In 2020, 29% of total new hires (349) were women. For a breakdown of new hires by age group and gender, as well as by employment type, see our online 2020 Sustainability Performance Data.

Table 26: New Hires by Age Group, Country and Gender in 2020[1]

	Country	Under 30 years	30 to 50 years	Over 50 Years	Total
Female	Canada	138	121	19	278
	United States	17	19	2	38
	Chile	3	27	1	31
	Turkey	2	0	0	2
	Female Total	**160**	**167**	**22**	**349**
Male	Canada	273	277	47	597
	United States	43	49	13	105
	Chile	8	106	18	132
	Australia	0	2	0	2
	Turkey	0	0	1	1
	Male Total	**324**	**434**	**79**	**837**
	Grand Total	**484**	**601**	**101**	**1,186**

(1) Includes regular, fixed-term and casual employees, and students.

Retention, Training and Development

Teck is committed to the ongoing development of our people, with a focus on leadership development, safety training, new-hire training, cross-training, refresher training and knowledge transfer. We track training hours for activities related to the further development of employees' skills. These hours can include training provided by Teck trainers and/or external consultants; it does not include basic compliance training. In 2020, 92.9% of employees at Teck received training. While some training was deferred or cancelled initially due to the COVID-19 pandemic, we conducted several programs using an online format, including Leading for the Future, our leadership development program for supervisors and a two-month pilot on remote leadership knowledge and skill development. We plan to expand these programs in 2021.

Figure 22: Investment Spend on Training (millions)

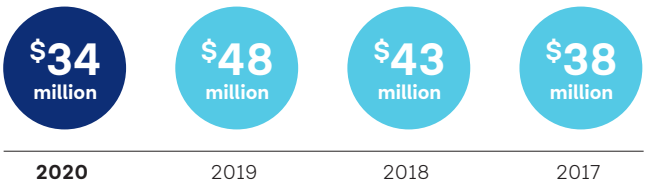


Table 27: Average Hours of Training per Employee

Type	2020	
	Male	Female
Hourly	68	58
Staff	24	16
Total	**92**	**75**

Employee Turnover

For an overall understanding of workforce dynamics and changes, we track employee turnover, including voluntary resignations, involuntary layoffs and retirements. In 2020, total turnover was the same as in 2019. Non-voluntary turnover was higher in 2020 as a result of the planned closure of Cardinal River Operations.

Table 28: Employee Turnover[1]

	2020	2019	2018	2017
Voluntary Turnover Rate	**5.1%**	6.5%	6%	6%
Total Turnover	**10%**	10%	8%	9%

(1) Employee turnover data includes regular employees only.

Table 29: Return to Work and Retention Rates after Parental Leave

	2020		2019		2018	2017
	Female	Male	Female	Male		
Number of employees who took parental leave	**80**	**177**	69	86	134	123
Number of employees who returned to work after parental leave ended[1]	**65**	**162**	46	92	124	111
Number of employees who returned to work after parental leave ended and who were still employed 12 months after their return to work[1]	**37**	**81**	49	61	NA	NA
Return to work rate of employees who took parental leave (%)[2]	**81%**	**92%**	67%	107%	93%	90%
Retention rate of employees who took parental leave (%)[3]	**84%**	**89%**	94%	87%	88%	92%

(1) Includes employees returning from parental leave in the prior reporting period.
(2) Return to work rate is the total number of employees who returned to work after parental leave, expressed as a percentage of total number of employees due to return to work after taking parental leave.
(3) Retention rate is the total number of employees retained 12 months after returning to work following a period of parental leave, expressed as a percentage of total number of employees returning from parental leave in the prior reporting period.

Performance and Development Management (formerly known as Building Strength with People)

Performance and Development Management (formerly known as Building Strength with People — BSWP) is a process by which salaried employees have regular performance reviews, development planning and career conversations with their supervisors. We conduct a survey of participants once every two years to evaluate the effectiveness of the program and their satisfaction with leadership engagement from 0% to 100% in each of the three categories of the framework. In 2020, we focused on improvements based on the employee feedback we received in our 2019 survey, which included adding new training resources to improve the employee experience with regard to performance, development and career conversations.

Leadership Development

Teck's approach to leadership development is primarily focused on four programs: Leading for the Future, Leading for Excellence, Leading Together and Emerging Leaders. During the COVID-19 pandemic, we changed the programs that had commenced in 2019 to a virtual format. As such, one new cohort of Leading for the Future was delivered in 2020. We are currently coordinating our 2021 schedule to develop inclusive leaders in a remote work environment.

Outside of these programs, each business unit also provides separate leadership development opportunities. For example, at our Red Dog Operations, an Accelerated Leadership Development program was launched, in which emerging future leaders and NANA shareholders were selected to participate in a nine-month development program that includes leadership training, coaching and mentoring. At our Highland Valley Copper Operations, a comprehensive Supervisor Training program was launched, which targeted new and future supervisors.

Engaging Employees through Our Company Magazine

Teck's Connect magazine is our source for company-wide communications. In this quarterly publication, we highlight employee achievements, community engagement activities, a letter from our CEO and much more. Visit teck.com/connect to read the current volume and archived volumes of Connect.

Inclusion, Diversity and Equal Opportunity

In 2020, we continued to work towards building a diverse workforce that includes more women, Indigenous Peoples, persons of colour, persons with disabilities and LGBTQ2S+ community members. We are focusing on a number of initiatives tied to the six areas of our Inclusion and Diversity Plan shown in Table 30 below. For information about Indigenous employment in 2020, see the Relationships with Indigenous Peoples section on page 66.

Table 30: Implementation of Inclusion and Diversity Plan

Area of Inclusion and Diversity Plan	2020 Example Activities
1. Develop our people — grow a culture of inclusion that values diversity	Inclusive leadership skills have been incorporated in our leadership development programs to promote a culture that values equity, diversity and inclusion.
2. Measure and report	Tracked the percentage of women within the workplace to ensure we are aligned against our objectives for attraction, retention and development of women at Teck.
3. Attract the right people — strengthen our recruitment practices	Reviewed our recruitment and retention information so that our approach to Human Resources reflects non-binary identification.
4. Foster a more inclusive culture and increase employee engagement	Conducted a company-wide Inclusion and Engagement Survey; survey results will help establish a baseline for inclusion and engagement at Teck, as well as inform work underway as part of the Inclusion and Diversity Strategic Plan.
5. Remove systemic barriers and biases — make processes more inclusive	Implemented Gender-Inclusive Language Guidelines for corporate materials to support inclusive communications. A thorough review of Human Resources policies and practices continues into 2021 as initial timelines for this work were disrupted due to the company-wide response to the COVID-19 pandemic.
6. Continue to build our brand as an inclusive and diverse company	Participated in industry events and supported initiatives that focus on inclusion and diversity within the industry and the communities in which we work.

Case Study: Celebrating Pride at Teck

At Teck, we recognize that our diversity contributes to building a stronger workforce and a better company. Celebrating pride is part of how we continue to build a workplace rooted in a foundation of respect for our differences, irrespective of our sexual orientation, gender identity, or expression. In 2020, we launched the 'Our Pride. Our Teck.' campaign to celebrate Pride 2020 and further our commitment to inclusion and diversity. Through this campaign, Teck recognized and celebrated LGBTQ2S+ employees and allies, as well as the pride networks in the communities where we operate. It created an opportunity to hear the stories of LGBTQ2S+ employees, strengthen our sense of community, and contribute to the health and vibrancy of our workplace. We also updated our Human Resources procedures and practices to support representation of all gender identities, and started a Pride Network for LGBTQ2S+ employees and allies in support of attracting and supporting a diverse employee network. Moving forward, Teck is committed to strengthening and enhancing our work to promote diversity and to being a corporate ally to our LGBTQ2S+ employees and community members. Read the full case study at teck.com/news/stories.

Representation of Women at Teck

There were 2,068 women working at Teck at the end of 2020, which represents 20% of the total workforce, similar to 2019. In addition, 29% of total new hires (349) in 2020 were women.

At the end of 2020, women represented 30% of Independent Board Members and held 50% of Board leadership positions (Chair of Board/Board Committee).

Table 31: Women in Leadership and Technical Positions Category

	2020	2019	2018	2017
Board of Directors	**25%**	31%[2]	25%[2]	21%
Senior Management[1]	**20%**	19%[2]	20%[2]	10%[2]
Management	**19%**	18%[2]	18%[2]	17%[2]
Operational or Technical Positions	**13%**	13%	12%	10%[2]
Of the Operational or Technical Positions, the % in Leadership Positions	**7%**	7%	7%	6%

(1) Senior management includes leadership and officers at Teck but does not include the Board of Directors.
(2) Data has been restated based on improvements in calculations.

Case Study: Apprenticeship Program at Carmen de Andacollo

Empowering women and supporting their career growth in mining has been a key commitment of Teck's Carmen de Andacollo apprenticeship program. The locally focused program is aimed at contributing to participants' comprehensive growth in the mining field through experiential learning. It also has a unique recruitment requirement; at least 50% of apprentices selected must be women from the Andacollo community. This initiative, which promotes gender parity in the apprentice selection process, is specifically designed to support the greater inclusion of women in mining. Apprentices who perform well during their internship, display a proactive attitude towards their work and show interest in learning are often successful in finding employment at the end of the program. Since 2010, more than 320 women have benefited directly from this innovative program that helps build careers, starting at an introductory intern level and moving through to industry employment opportunities. Read the full case study at teck.com/news/stories.

Remuneration at Teck

Teck is committed to providing a fair living wage to all employees at our operations. For our hourly employees, see Table 32 for the ratios of entry level wage compared to local minimum wage by gender.

Table 32: Entry Level Wage Compared to Local Minimum Wage[1],[2]

	2020		2019		2018	
Countries	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Canada	**2.3 : 1**	**2.3 : 1**	2.4 : 1	2.4 : 1	2.5 : 1	2.5 : 1
United States	**2.2 : 1**	**2.2 : 1**	2.2 : 1	2.2 : 1	1.5 : 1	1.5 : 1
Chile[3]	**1.9 : 1**	**1.9 : 1**	2.4 : 1	2.4 : 1	2.6 : 1	2.6 : 1

(1) For Canada, Teck wages are compared against the B.C. minimum wage. For United States, Teck wages are compared against the Alaska minimum wage. In Chile, they are compared against the national minimum wage. Teck provides competitive wages that are above the local minimum for all employees.
(2) The figures represented in this table are for hourly employees, who make up approximately 65% of our workforce. This does not include contractors.
(3) The figures representing Chile are for the lowest paid operations role, as Chilean operations do not have hourly employees.

In 2020, we conducted a living wage review for all our salaried employees in Canada, the U.S. and Chile, where our operations are located. The review was conducted by comparing the hourly rate of the lowest-paid employee in each jurisdiction to the living wage information available through external data sources.[19]

Our executive compensation programs are designed to attract, motivate, reward and retain highly qualified and experienced executives. We believe that the design of our executive compensation programs and policies is fully aligned with our short- and long-term operational, safety and sustainability objectives, and long-term shareholder value creation. Following best practices for transparent compensation disclosure, we report on executive pay ratios. For every country in which we have operations, we disclose in Table 33 the ratio of pay for the highest-paid employee in that country to the median annual total compensation of employees. Additionally, in Table 34 we disclose the percentage increase in compensation ratio for both the highest-paid Teck employee in that country and median annual salary changes.

Table 33: Annual Total Compensation Ratio

Country	Ratio
Canada	117 : 1
Chile	27 : 1
United States	7 : 1

Table 34: Percentage Increase in Annual Total Compensation Ratio

Country	Highest Paid	Median of All Employees	Ratio
Canada	25.0%	1.5%	16.6 : 1
Chile	1.5%	1.5%	1.0 : 1
United States	1.7%	1.5%	1.1 : 1

Gender Pay Equity Review

Since 2017, we have conducted an annual company-wide Gender Pay Equity Review, with the objective of ensuring that female and male employees across the organization receive equitable pay. The reviews were conducted by our compensation team, with the methodology validated by a leading third-party global consultancy. In 2020, the reviews found no indication of any systemic gender pay issue within our company; any differences in salaries paid are due to a variety of factors, such as average shorter service for female employees in the company. We will continue to maintain gender pay equity in the organization, and similar reviews will be conducted regularly.

Table 35: Ratio of Basic Salary and Remuneration in 2020

Employee Category	Average Basic Salary (Male : Female)	Average Remuneration (Male : Female)
Canada		
Executive & Senior Management	1 : 0.9	1 : 0.7
Management	1 : 1	1 : 1
Professional	1 : 0.9	1 : 0.9
Professional Support	1 : 0.8	1 : 0.8
Administration	1 : 0.9	1 : 0.9
Hourly/Operators	1 : 0.9	1 : 0.9
United States		
Executive & Senior Management	n/a	n/a
Management	1 : 0.9	1 : 1
Professional	1 : 1	1 : 1
Professional Support	1 : 0.8	1 : 0.8
Administration	1 : 1.2	1 : 1.2
Hourly/Operators	1 : 0.8	1 : 0.8
Chile		
Executive & Senior Management	1 : 1	1 : 1.1
Management	1 : 0.9	1 : 0.9
Professional	1 : 0.9	1 : 0.9
Professional Support	1 : 1.1	1 : 0.9
Administration	1 : 1.2	1 : 1
Operators	1 : 1	1 : 0.9

Employee Feedback and Grievances

In 2020, we dealt with individual reports of harassment through our human resources procedures and received five allegations of discrimination through our whistle-blower hotline (the *Doing What's Right* hotline, which is available in the languages of all countries in which Teck operates). These reports have been investigated and, where allegations were confirmed, appropriate responsive action taken. We prohibit any form of retaliation in relation to reports of harassment or discrimination and have not retaliated against any individuals who have made claims.

Along with the above 24-hour hotline, we also have COVID-19 response teams in place at all of our operations and offices, in order to respond rapidly to concerns raised by employees, contractors and others. These individuals are responsible for coordinating effective implementation of the response protocols.

[19] Due to availability of the data, the following family structures are used: 1. Canada – 2 adults & 2 children (both working) 2. United States – single adult no children 3. Chile – single adult no children. The data sources that are used in the review are as follows: U.S. - https://livingwage.mit.edu/; Canada - http://www.livingwagecanada.ca & https://www.ontariolivingwage.ca/living_wage_by_region; Chile https://wageindicator.org/salary/living-wage/archive-no-index/chile-living-wage-series-september-2019

Human Rights

Pictured above: Employee at Red Dog Operations, United States.

Human Rights

From COVID-19 to racial justice movements, events in 2020 further increased the global focus on addressing economic and social equality.[20] While human rights impacts can arise from business operations and relationships with suppliers, businesses can play an important direct role in addressing these and catalyzing the advancement of human rights.[21] The human rights disclosure landscape is also constantly evolving, with increased investor interest in corporate human rights performance.

Ensuring that human rights are respected has been a significant objective for the mining sector and a key aspect of sustainable development. Organizations such as the International Council of Mining and Metals (ICMM) are fully supportive of the United Nations Guiding Principles on Business and Human Rights (UNGPs) and were deeply involved in the consultations that led to the development of the UNGPs. Teck is supportive of ensuring these voluntary measures are integrated into our social management approaches as well as our approaches to environmental management, health and safety, security and human resources.

While Teck operates in jurisdictions that are characterized by generally stable and positive political and economic conditions, we recognize that the potential remains for our activities to impact human rights. We are committed to respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Core Conventions. Teck's security program is aligned with the Voluntary Principles on Security and Human Rights. All contracts reference these principles, and security service providers commit to them. Our reporting aligns with the UNGPs in providing information on how our activities may affect human rights and how issues with human rights aspects are being addressed.

In 2020, Teck's human rights performance was assessed for the second year in a row against the Corporate Human Rights Benchmark (CHRB), ranking above the extractive industry average in performance. This benchmark against the UNGPs will help guide us in continual improvement of our practices and disclosure. Due to COVID-19 travel restrictions, site reviews regarding security and human rights were not conducted in 2020.

GRI Indicators and Topic Boundary

412-103, 412-1, 412-2, 412-3

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

How Does Teck Manage This Topic?

Information about how we manage human rights, including relevant policies, management practices and systems, is available for download on our website.

[20] COVID-19 and Human Rights: We are all in this together. UN. 2020. [21] Putting people first: progress & priorities in corporate respect for human rights. World Business Council for Sustainable Development. 2018.

2020 Highlights

5 human rights assessments conducted

Zero significant feedback or incidents[22] related to human rights across Teck sites

Our Performance in Human Rights in 2020

Embedding Human Rights

We manage the potential and actual human rights impacts across our business in areas such as Health and Safety, Risk and Security, Human Resources, Contracts and Procurement, and Community Relations. Teck is focused on ensuring that human rights perspectives are integrated into our broader social management practices. We believe awareness and active management of human rights-relevant issues should be aligned with our broader approaches to managing social performance across the business.

In 2020, we updated our Human Rights Policy, which is recognized and applied across the company, our suppliers and our business partners, through the promotion of our policy, integration with other policies, and integration into communication and training.

COVID-19

The mining industry faces increased scrutiny from non-governmental organizations and civil society around management of the COVID-19 crisis.[23] Throughout the pandemic, Teck has remained committed to respecting human rights, with a focus on the right to life, the right to health, and the right to safe and healthy working conditions. We continue to apply our company-wide policies and commitments set out in our Code of Sustainable Conduct, Code of Ethics, Health and Safety Policy, and Human Rights Policy.

We recognize that we have a responsibility to treat people with dignity, equality and respect as we implement COVID-19 prevention measures across our operations. We also recognize that the experience of COVID-19 varies across our stakeholder groups. As such, Teck is supporting critical social initiatives and increased healthcare capacity in areas where we operate and internationally, including ongoing support of vulnerable groups. Learn more about our COVID-19 response in the Health and Safety section (page 55), Inclusion, Diversity and Our People section (page 84), Relationships with Communities section (page 78), Supply Chain Management section (page 99) and on our website.

Industry Collaboration

In 2020, we participated in supporting the development of ICMM performance expectations, specifically in the topics of human rights, community support and economic opportunities for communities. We were also actively involved in the development of the Global Industry Standard on Tailings Management through the ICMM, which includes provisions for improved human rights practices.

We are also involved in developing the Joint Due Diligence Standard[24] alongside industry groups representing copper, lead, nickel and zinc. With this standard, the metal industry will align with best practices in upholding human rights, including the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

[22] Teck uses a risk management consequence table to determine incident severity, which includes environmental, safety, community, reputational, legal and financial aspects. Significant incidents include incidents assessed as Level 4 or Level 5 based on our risk matrix and guidance.
[23] Corporate Social Responsibility: The COVID-19 Stress Test. Vigeo Eiris, 2020. [24] Joint Due Diligence Standard for Copper, Lead, Nickel and Zinc. 2020.

Training

In 2020, we developed an updated training module on Teck's work with Indigenous Peoples with a focus on respecting Indigenous rights. This was piloted at our Highland Valley Copper operations and will be scaled to other operations in 2021.

Where we have security personnel, contracts require adherence to the Voluntary Principles on Security and Human Rights. Training for security personnel is completed annually and is overseen on a regular basis by Teck's Risk Group. Training also occurs if and when security service providers are replaced or re-structured at our operations. Due to COVID-19 travel restrictions, site reviews regarding Security and Human Rights were not conducted in 2020.

Salient Human Rights Issues

As guided by the UNGPs, we determine and report on our most significant or salient human rights issues. A company's salient human rights issues are those human rights that are most at risk of being negatively impacted as a result of the company's activities or business relationships.

We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring, and we conduct human rights assessment at our operations. We review human rights practices and performance on an annual basis, and conduct assessments of human rights management at our sites every two years. In 2020, we undertook human rights assessments at every operation with more than five years of anticipated mine life. The results of the human rights risk assessments inform Teck's overall salient human rights issues and identify potential risk areas for integration into ongoing social risk assessments and management activities at individual sites. The results of our 2020 assessments will be reviewed and validated in 2021 through a saliency review workshop with our Human Rights Working Group.

Table 36: Human Rights Issues that are Salient to Teck[1]

Salient Human Rights	Relevant Rights Holders	Activities in 2020 Relevant to Human Rights
Right to life[2]	Employees, contractors and subcontractors, communities	Health and Safety (pages 51–60)
Right to safe and healthy working conditions[3]	Employees, contractors and subcontractors	Inclusion, Diversity and Our People (pages 80–90) Health and Safety (pages 51–60)
Right to freedom of association, assembly and collective bargaining[4]	Employees, contractors and subcontractors, suppliers, joint venture partners	Supply Chain Management (pages 96–99) Business Ethics (pages 100–106)
Right to not be subjected to slavery, servitude or forced labour (specific to supply chains)[5]	Contractors and subcontractors, suppliers, joint venture partners	Supply Chain Management (pages 96–99) Business Ethics (pages 100–106) Health and Safety (pages 51–60)
Right to non-discrimination in employment / occupation[6]	Employees, contractors and subcontractors	Supply Chain Management (pages 96–99) Business Ethics (pages 100–106) Inclusion, Diversity and Our People (pages 80–90)
Right to adequate standard of living[7]	Employees, contractors and subcontractors	Inclusion, Diversity and Our People (pages 80–90) Supply Chain Management (pages 96–99)
Right to clean water and sanitation[8]	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 68–79) Water Stewardship (pages 11–18) Tailings Management (pages 29–34) Air Quality (pages 35–40)

Table 36: Human Rights Issues that are Salient to Teck[1]

Salient Human Rights	Relevant Rights Holders	Activities in 2020 Relevant to Human Rights
Right to health[9]	Employees, contractors and subcontractors, communities	Health and Safety (pages 51–60) Relationships with Communities (pages 68–79) Water Stewardship (pages 11–18) Tailings Management (pages 29–34) Air Quality (pages 35–40)
Right to land[10] Right to self-determination[2] Right to enjoy just and favourable conditions of work[11] Right to take part in cultural life[6]	Communities, Indigenous Peoples, vulnerable groups	Relationships with Communities (pages 68–79) Relationships with Indigenous Peoples (pages 61–67) Biodiversity and Reclamation (pages 41–45) Inclusion, Diversity and Our People (pages 80–90)

(1) In addition to the protection of all human rights, Indigenous Peoples also hold a unique set of group rights called Indigenous rights. (2) The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR). (3) International Covenant on Economic, Social and Cultural Rights (ICESCR). (4) UDHR, ICCR, ICESCR, ILO. (5) UDHR, ICCPR, ILO. (6) UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO). (7) UDHR, ICESCR. (8) Resolution A/RES/64/292. UN General Assembly, July 2010; Resolution A/RES/70/169, UN General Assembly, December 2015. (9) ICESCR. (10) UDHR (privacy and property). ICCPR (no forced eviction). ICESCR (no forced eviction). (11) UDHR, ICESCR.

Case Study: Supporting Artisanal Miners in Andacollo through Dialogue and Safety

Located deep in the mountains of Norte Chico in the Coquimbo Region of Chile, Andacollo is a city founded on mining. For generations, small- and medium-scale artisanal mining has been the primary economic driver in the community, employing a significant percentage of the local workforce. However, safety oversight of this work is informal, raising significant concerns for workers' health and safety. As of October 2020, there were 34 active sites being used for small-scale mining in close proximity to Teck's Carmen de Andacollo (CdA) operations. To help improve safety and sustainability, CdA has developed a free land use program to help these artisanal miners carry out work on Teck-owned land in compliance with all of Chile's National Geology and Mining Service safety requirements. By providing free medium-term leases and working with local miners on safety plans that comply with national requirements, Teck is able to improve the health and safety of small and artisanal miners, as well as local workers in the area. Read the full case study at teck.com/news/stories.

Resolving Human Rights-Related Feedback and Incidents

A consistent and rigorous approach to feedback and grievances is not only fundamental to ensure strong social management overall, but also ensures that any issues with actual or potential human rights implications are identified and acted upon. If issues or new risks are identified, they are brought to the attention of senior leadership through our HSEC Risk Management Committee and Teck's Safety and Sustainability Committee of the Board.

In 2020, there was no significant feedback[25] received through Teck's community complaints tracking system where the complainant specifically referenced a concern for their human rights. However, feedback was received on topics that are relevant to human rights (including rights associated with local health, access to water, local livelihoods, or environment). In all cases, acknowledgement of the complaint was provided, as well as an effort to remedy within a time-bound process.

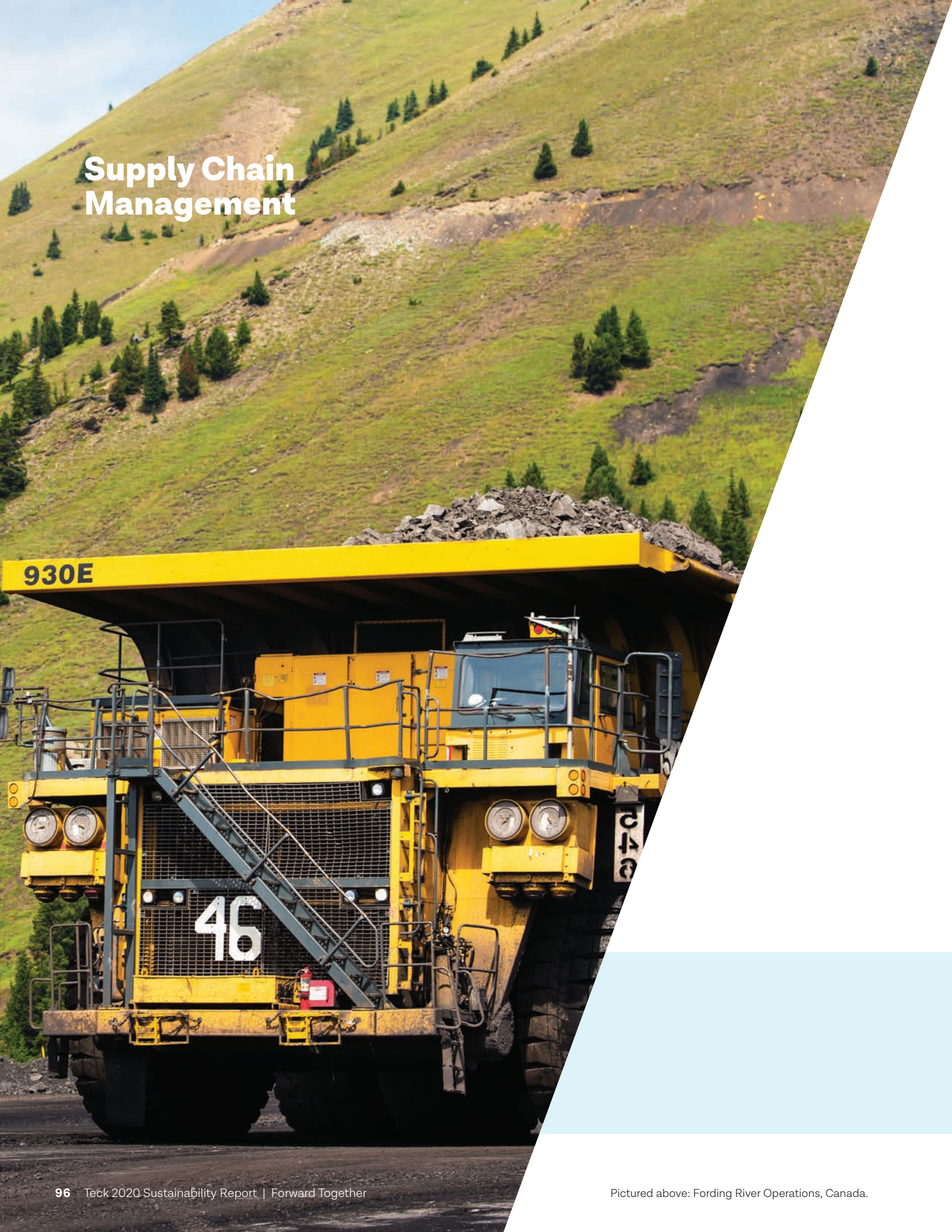
Teck reported one significant dispute for the year associated with claims regarding Indigenous rights. We did not identify any significant incidents where human rights were explicitly cited as the cause of the incident. As described in the Relationships with Communities section (see pages 74–75), incidents highlighted represent events where human rights were potentially impacted.

The public opinion surveys that we conduct annually with people living near our Elk Valley, Highland Valley Copper, Red Dog, and Trail operations provides insight on the issues that communities care about most, including those related to human rights. The data obtained is used to guide improvements in our performance and inform our planning processes. No human rights-related issues were identified during the 2020 survey.

More detail on the above instances of feedback, significant disputes and relevant incidents, as well as details of our public opinion surveys are discussed in the Relationships with Communities section on page 73.

[25] See page 71 for Teck's definition of significant feedback.

Supply Chain Management



Pictured above: Fording River Operations, Canada.

Supply Chain Management

Many organizations have experienced some form of supply chain disruption during the COVID-19 pandemic, exposing supply chain vulnerabilities.[26] Additionally, issues such as climate change will affect trade by disrupting supply chains, creating a knock-on effect for all parties.[27] Such world events, along with the convergence of new technologies, call for more resilient and agile supply chain processes to mitigate risks and realize opportunities. This means that supplier readiness to adapt to an ever-changing environment can expose companies to new risks or opportunities. Supply chain disruption due to COVID-19 was not material to Teck in 2020. To ensure business continuity and to create social value, companies must ensure that their suppliers follow the same expectations for responsible business as those in place for their own operations.

Teck procures goods and services such as mobile equipment, machinery, fuel and lubricants, explosives, and a range of other products and services that support large-scale mining and refining operations. Through responsible supply chain management, our objective is to ensure that we minimize our potential impacts on people and on the environment, and that we manage business and reputation risks while capitalizing on opportunities. For example, we make efforts to source supplies and services from local sources where possible, including from Indigenous Peoples.

As our operations and the majority of our business activities are in lower-risk jurisdictions that have strong legal frameworks, we expect and have a good level of confidence that our suppliers' and contractors' business conduct is aligned with robust human rights, environmental and labour legislation and regulations. For suppliers in jurisdictions with higher risk, additional vetting is conducted to ensure compliance with Teck expectations.

GRI Indicators and Topic Boundary

102-9, 308-103, 308-1, 308-2, 414-1, 414-2

This topic is considered most material by our employees, government regulators, investors and society in the context of all Teck sites.

How Does Teck Manage This Topic?

Information about how we manage the supply chain management, including relevant policies, management practices and systems, is available for download on our website.

[26] COVID-19 Impacts on Supply Chains, Sustainability and Climate Change. Deloitte. 2020. [27] The Global Risks Report 2020. World Economic Forum. 2020.

2020 Highlights

24% of total procurement spend was on local suppliers

3% of total procurement spend was on Indigenous suppliers

Our Performance in Supply Chain Management in 2020

Our Targets and Commitments Teck's Code of Ethics and Anti-Corruption Policy affirm Teck's commitment to uphold high moral and ethical principles and specifies the basic norms of behaviour for employees and others conducting business on its behalf. Teck expects suppliers to adhere to the same fundamental principles, including those relating to legal compliance, fairness and honesty, anti-corruption and human rights. Teck's Code of Sustainable Conduct affirms that protecting the environment, the safety and health of our people, and our relationships with local communities are core values of Teck. We expect suppliers to apply the same or more stringent standards in a manner that is appropriate and proportional to the nature and scale of their activities, the goods that they supply and the services that they perform.

Supplier Expectations and Qualifications

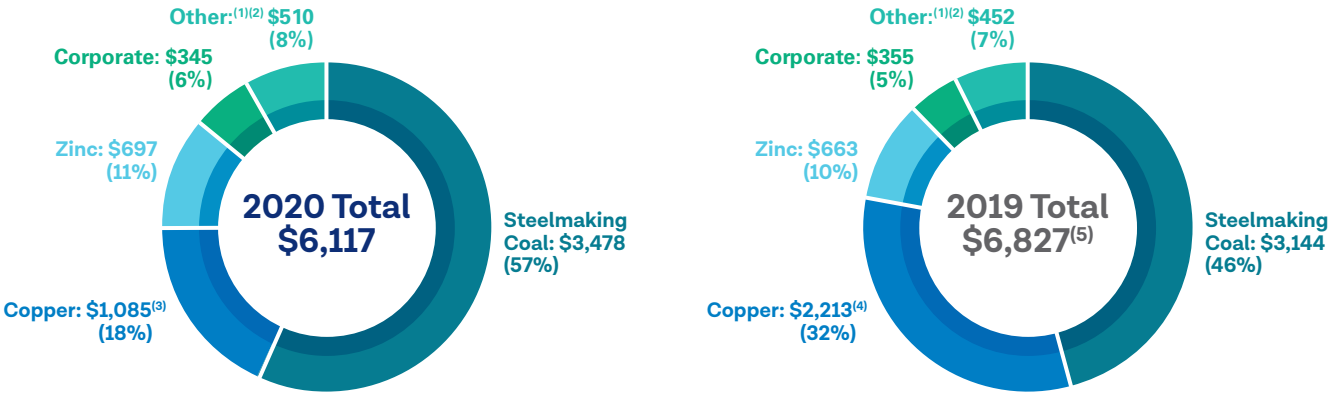
All suppliers are required to follow our Expectations for Suppliers and Contractors, which builds on our Code of Ethics, our Anti-Corruption Policy, our Code of Sustainable Conduct, our Indigenous Peoples Policy and our Human Rights Policy.

The qualification of all suppliers involves obtaining and monitoring evidence that a supplier meets or exceeds our minimum standards as a condition to supplying products and services to Teck. This screens out the suppliers who are unable or unwilling to meet our requirements as outlined in our Expectations.

Suppliers and Critical Suppliers

In 2020, we purchased goods and services from 3,801 suppliers, with an overall global spend of approximately $6.1 billion, as shown in Figure 23.

Figure 23: Supply Chain Spend by Business Unit (millions)



(1) Includes our energy business unit and our Frontier project.
(2) As of February 2020, we have withdrawn the Frontier project from the regulatory review process. However, procurement and contracting work took place in 2020.
(3) Does not include Quebrada Blanca phase 2 project spend as a result of changes to reporting parameters. Our reporting now includes only operational spend.
(4) Includes Quebrada Blanca phase 2 project spend.
(5) The change in the total in 2019 is a result of consolidation of suppliers.

Critical suppliers are suppliers of goods or services that, in the event of an interruption in the supply chain, can have a significant impact on Teck's production, costs and/or revenues. Suppliers may also be considered critical due to the nature of their products and the potential risk and impact on health, safety, the environment and the communities in which we operate.

Critical suppliers include inbound suppliers of mobile equipment, fuels, tires, ammonium nitrate, process equipment, consumables such as grinding media, and suppliers of related parts and services, and outbound suppliers of rail, marine, trucking, bulk terminal and related distribution services. In 2020, critical suppliers represented approximately 47% of our total procurement spend, as shown in Table 37. Within critical suppliers, there are two types: those managed on-site and those managed at a corporate level. Our top critical supplier in 2020 was Canadian Pacific Railway as in 2019; other critical suppliers included Neptune Bulk Terminals, Caterpillar and Komatsu and their respective dealers, Westshore Terminals, Suncor and Imperial Oil.

Table 37: 2020 Spend on Critical Suppliers

Business Area	**Total** (millions)	**Critical** (millions)	**% of Total That Are Critical**
Steelmaking Coal	$ 3,478	$ 2,233	64%
Copper	$ 1,085[3]	$ 457[3]	42%
Zinc	$ 697	$ 193	28%
Corporate	$ 345	–	–
Other[1][2]	$ 510	–	–
Total	**$ 6,117**	**$ 2,885**	**47%**

(1) Includes our energy business unit and our Frontier project.
(2) As of February 2020, we have withdrawn the Frontier project from the regulatory review process. However, procurement and contracting work took place in 2020.
(3) Does not include Quebrada Blanca phase 2 project spend as a result of changes to reporting parameters. Our reporting now includes only operational spend.

While the COVID-19 pandemic tested our ability to source some supplies, the supply chain impact was not material.

Teck's COVID-19 committee enacted the crisis management protocols for pandemic to ensure the safety of our employees, contractors and communities — while ensuring the continued function of our critical business operations.

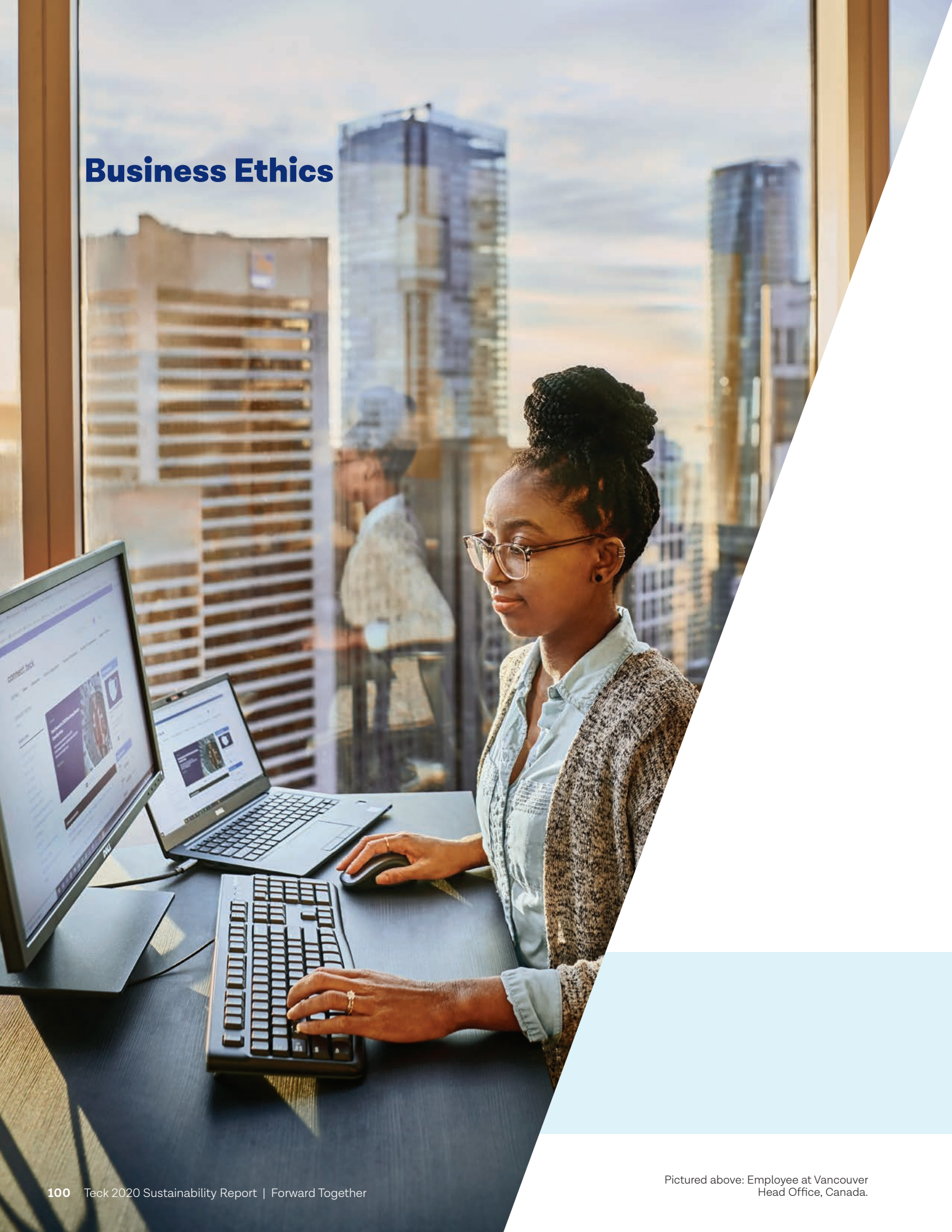
Evaluating and Measuring Supply Chain Risk Management Performance

Ongoing monitoring and assessment is conducted for all of our critical suppliers, including review of the sustainability practices, policies and procedures of our largest suppliers and joint venture partners. In 2020, 845 suppliers completed annual surveys as part of our supplier registration process. We also conducted 27 deep-dive assessments on our critical suppliers based on information provided during the on-site contractor registration process in 2020. There were no red flags identified in these reviews.

We measure the supply management performance of our critical suppliers by setting and tracking key performance indicators in contracts. For example, all contracts with critical suppliers have safety performance indicators and some have environmental indicators related to reducing or minimizing impacts based on the nature of the product or service provided. In addition to measuring supplier-specific performance indicators, we measure and report on:

1. Company-wide procurement from local suppliers: page 76
2. Company-wide procurement from Indigenous suppliers: page 67
3. Contractor health and safety: page 57

Business Ethics



Pictured above: Employee at Vancouver Head Office, Canada.

Business Ethics

The COVID-19 pandemic further emphasized the importance of transparency and accountability during challenging and unpredictable situations. There is also increasing public pressure for, and regulation requiring, greater transparency around anti-corruption, lobbying and tax transparency.

As an industry that operates in a wide range of jurisdictions, business ethics and anti-corruption are a major focus for the mining industry. Maintaining open and transparent communications with governments and regulatory parties is essential to mitigating risk and responding to future regulatory changes, and to forming good and transparent relationships with government entities, agents and intermediaries. This is reflected in the International Council on Mining and Metals (ICMM) Principles: to implement and maintain ethical business practices that seek to prevent bribery and corruption.

Teck operates primarily in Canada, the United States, Peru and Chile, which are characterized by relatively stable political and economic conditions and robust legal systems. We focus on being a collaborative, solutions-based partner, and regularly engage with governments on regulatory and public policy initiatives that are primarily focused on maintaining and enhancing the competitiveness of our industry as well as its sustainability. In 2020, our public policy engagement focused on advocacy for actions to address climate change, innovation, socio-economic initiatives, conservation and environmental management, and Indigenous Peoples, among other topics.

GRI Indicators and Topic Boundary

102-12, 102-13, 102-17, 201-4, 203-2, 205-103, 205-1, 205-2, 406-103, 415-103, 415-1

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

How Does Teck Manage This Topic?

Information about how we manage business ethics, including relevant policies, management practices and systems, is available for download on our website.

2020 Highlights

Worked with federal and provincial governments directly and through associations to include mining/smelting on the lists of essential services, which **enabled ongoing operations and local economic activity with enhanced health & safety measures** in place through the COVID-19 pandemic.

Published **fourth annual Economic Contribution Report**, providing transparency on our payments to governments and economic contributions where we operate.

Our Performance in Business Ethics in 2020

Our Commitments

Our Code of Sustainable Conduct requires employees and contractors to comply with applicable laws and regulations and with all Teck policies and standards. We are committed to upholding high moral and ethical principles, as affirmed in our Code of Ethics. Our approach to taxation is aligned with our Code of Ethics and our approach to business and sustainability. We are, in all tax matters, compliant, transparent, cooperative and ethical, as outlined in our Tax Policy, which was updated in 2020.

As outlined in our Political Donations Policy, Teck does not make use of corporate resources, including funds, goods, property and/or services, for the purpose of contributing to a political party, a campaign for elected office, a nomination process for a political party, a local political constituency and/or to any individual candidate seeking election at any level of government.

These policies provide clear guidance around how we should conduct our business, and they set standards on topics such as bribery and corruption, sponsorships and donations, conflicts of interest, confidentiality, and data privacy and third-party due diligence. While Teck's business practices must consider the local customs of the communities in which we operate, our business practices are fundamentally based on honesty, integrity and respect.

Teck's activities are subject to a number of laws within the jurisdictions in which we operate. When engaging public officials, the laws, regulations and rules of the country in which the engagement by a Teck employee occurs will apply. In addition, the applicable laws, regulations and rules of the country in which the Teck employee resides may, based on statute or treaty requirement, carry over to foreign jurisdictions.

Doing What's Right Program

Our employees have a duty to report any violations, or potential violations, of our Code of Ethics through our *Doing What's Right* program, which includes a whistle-blower hotline and web portal that are managed by a third party. The hotline is available in all relevant languages in the countries where we operate. We do not tolerate any form of retaliation against employees raising concerns.

Through this program, we received 40 reports of alleged violations of our Code of Ethics in 2020. The areas for which we received the greatest number of reports were in relation to employee relations (30%), safety issues and sanitation (22%) and discrimination (17%). Of these 40 cases, 26 were closed following investigation or were closed on the basis that no investigation was necessary. The remaining 14 cases are still under investigation. No criminal cases regarding bribery were brought against Teck or any of its affiliates in 2020, 2019 or 2018.

Anti-Corruption

All operations and business activities are assessed for risks related to corruption, and internal audits are conducted on a periodic basis to assess compliance with our Anti-Corruption Policy and Manual. No new significant risks associated with corruption were identified through these assessments.

The Internal Audit department reports to the Audit Committee on a quarterly basis on any cases of fraud identified, other than those reported through the whistle-blower hotline. Zero such instances of fraud were reported to the Audit Committee during 2020, and we had no involvement in any investigations regarding alleged breaches of competition laws.

Teck's Anti-Corruption Policy supplements the Code of Ethics and reinforces Teck's commitment to anti-corruption, which is an integral part of employees' performance appraisals. While select employees are required to certify that they have read and understood these policies and standards and that nonconformity would lead to disciplinary action, they also undergo anti-corruption training at least every two years. We have criteria in place to determine which employees are required to complete anti-corruption training based on location, engagement with government and a number of other factors. Based on this criteria, 2,132 employees were required to participate in anti-corruption training in 2020, and over 85% of those employees have completed the training. Table 38 provides more information about training on anti-corruption policies and procedures.

Table 38: Number of Employees Who Have Received Training in Anti-Corruption During the 2020 Training Cycle

Country	Number of Employees
Canada	**1,032**
United States	**82**
Chile	**644**
Other Locations (China, Australia, Ireland, Mexico, Namibia, Peru, Turkey and Japan)	**63**
Total	**1,821**

Teck communicates its anti-corruption policies and procedures to all members of its governance body.[28] The CEO, who is a governance body member, receives anti-corruption training in his role as an employee of Teck, and all Board members are expected to complete the Code of Ethics Acknowledgement.

Teck expects its supply chain partners to also adhere to the same fundamental principles, including those relating to legal compliance, fairness and honesty, anti-corruption, and human rights which are outlined in Teck's Expectations for Suppliers and Contractors. All of Teck's supply chain partners are provided with Teck's Expectations for Suppliers and Contractors. In 2020, 22% of our supply chain partners were further qualified to perform work on Teck's sites and provided written acknowledgement of their adherence to these principles. Teck's Anti-Corruption Policy and Manual resides on the Teck corporate website for members of the public, investors, joint venture partners and others, to review.

We also implement a third-party due diligence program under Teck's Anti-Corruption Policy. Consultants, agents or intermediaries who have contact with, or do business with, a government official on behalf of Teck must undergo sufficient due diligence to enable us to conclude with reasonable assurance that the service providers understand and will fully abide by applicable anti-corruption laws and our policy. Under our risk analysis, service providers who have contact with, or have the potential to have contact with, government officials on Teck's behalf will be included in Teck's due diligence program. In 2020, no potential or existing suppliers were flagged as having anti-corruption and/or anti-bribery risks that disqualified them from conducting business with Teck.

Public Policy Initiatives

We focus on being a collaborative partner with governments in the jurisdictions where we work, and we regularly engage in public policy initiatives that support the competitiveness and sustainability of our industry. In 2020, we engaged with governments on several public policy and regulatory initiatives of relevance to Teck.

Environmental Initiatives

Supporting effective climate change policies: Teck continued advocating to governments across Canada for policies that support the transition to a lower-carbon economy while ensuring the competitiveness of Canadian emissions-intensive, trade-exposed (EITE) sectors. We engaged the

[28] 'Governance body members' is interpreted as the Board of Directors at Teck.

Government of Canada, the B.C. Government and the Alberta Government in support of climate action policies that are designed to address, not imperil, the competitiveness challenges that come from a global trade environment that has uneven climate change policies. Included in this support has been our role on the B.C. Climate Solutions Council, our contributions to designing the federal Clean Fuel Standard and the B.C. Low Carbon Industrial Strategy, and our assessment of the paths of the Governments of Canada and B.C. to net-zero greenhouse gas emissions by 2050.

Advancing the development of Canada's Coal Mining Effluent Regulations: Teck remained actively engaged in the review process for the draft regulations through 2020. For Teck, the final design of these regulations is critical for long-term planning for our steelmaking coal operations in Western Canada. We will continue to participate in the review and dialogue process with the Government of Canada in 2021 to help ensure the regulations are well-designed and science based.

Progressing biodiversity and wildlife management initiatives: Teck is committed to supporting biodiversity and wildlife in the areas where we operate. As part of this commitment, we supported actions by the Government of Canada and the B.C. Government and the Alberta Government on developing effective ways to assist with the protection and recovery of local wildlife populations and securing additional land for their habitat. We also supported guidance materials in relation to the Canadian federal *Migratory Birds Convention Act* that are intended to benefit bird species across Canada.

Case Study: Helping Citizen Scientists protect B.C.'s Natural Heritage through our BC Parks Foundation Partnership

In 2018, Teck partnered with the BC Parks Foundation to harness the enthusiasm of residents and visitors for B.C.'s natural beauty in helping to catalogue the biodiversity of the province's outdoor spaces. The BC Parks Foundation began the BC Parks iNaturalist project with Teck's support, and in partnership with BC Parks and researchers from Simon Fraser University and the University of Victoria. The project aimed to take on the challenge of cataloguing the variety of plants and animals that call B.C. home. The pilot utilized iNaturalist, a mobile app that allowed park visitors to collect observations using mobile phones or cameras. They could then upload their observations to the app or website. To date, there have been more than one million observations submitted, with almost 23,000 citizen scientists using the iNaturalist app. Read the full case study on our website.

Socio-Economic Initiatives

Collaborating with governments on COVID-19 response: Teck engaged governments in Canada to ensure that mining and mineral development were officially listed as essential services and functions so that operations could continue, even in periods of lockdown, to protect the health and safety of our people and communities. Teck also worked with industry associations on advocating for COVID-19 response measures, such as tax and tax-related changes, to help people and businesses manage impacts of the pandemic.

Advocating for cost-competitiveness: Teck continued to engage the Government of Canada, the B.C. Government and the Alberta Government to address cost-competitiveness issues relating to carbon taxation, rising costs in electricity, transportation costs, the ongoing administrative inefficiencies around the provincial sales tax, and other federal and provincial tax and regulatory measures.

Ensuring the competitiveness of Canada's ports: Teck is a leading commodity exporter from Canada's Pacific coast ports, and our export competitiveness depends on port infrastructure and service levels that are reliable, cost-effective and efficient. As such, we continued to communicate our concerns to the Government of Canada about the relatively uncompetitive business environment relating to Canadian port infrastructure.

Enhancing trade relations with key export markets: We continued to work with the Government of Canada in enhancing relationships with key export destinations, primarily in Asia. This included advocating for addressing tariff and non-tariff barriers, as well as advancing the Canada-India Comprehensive Economic Partnership Agreement.

Reviewing potential for amendments to U.S. mining legislation: Teck continued to review where potential changes could be made to federal U.S. mining legislation affecting how mineral rights are secured on federal lands and how these lands could be used for activities ancillary to mining, including community and recreational activities.

Preserving cultural heritage of areas of operation: In Chile, Teck worked closely with the Chilean National Monuments Council and the Chilean Archaeology Society to safeguard mummified human remains found during excavations at our Quebrada Blanca Phase 2 project (QB2). The works included a comprehensive documentation of the recovery, highlighting the use of precision 3D photogrammetry, which is a technique that obtains geometric records of the entire dig process and preserves its information for future scientific studies of the findings, as well as for the socialization of this important cultural heritage.

Case Study: Rescue of Archeological Findings in the Tarapacà Region, Chile

During construction at the QB2 port area, 60 kilometres south of the city of Iquique, Chile, our teams discovered mummified human remains dating back to the Early Formative period, between 1100 BC and 400 BC. Upon discovering the remains, Teck, in collaboration with relevant experts and authorities, undertook a comprehensive documentation of the recovery. We utilized precision 3D photogrammetry to ensure we obtained geometric records of the entire dig process, and carefully removed the artifacts for safe storage. Following analysis and study, the artifacts will be deposited in a museum institution approved by Chile's National Monuments Council. These efforts will help us to support future scientific studies and to enhance and preserve the locality's cultural heritage. Read the full case study at teck.com/news/stories.

Innovation Initiatives

Working with governments to foster more innovation in mining: Teck actively pursued government initiatives to advance innovation in our operating jurisdictions, including continuing to work with Canada's Digital Technology Supercluster (under the federal Innovation Supercluster Initiative) as a Founding Member and engaging the B.C. Government on the development of the Mining Innovation Roadmap.

Inclusion and Diversity Initiatives

Advancing reconciliation objectives with Indigenous Peoples: In Canada, Teck continued advancing reconciliation objectives through our participation in the BC Assembly of First Nations–Business Council of BC Champions Table, through ongoing work with Reconciliation Canada, and through active engagement and support for various government legislative reviews and initiatives. This includes Indigenous components, such as the federal *United Nations Declaration on the Rights of Indigenous Peoples Act*, which relates to establishing a new legal framework for advancing reconciliation.

Advancing Inclusion and Diversity in Chile: Teck participated in two international forums held in Chile in 2020: the Asia-Pacific Economic Cooperation's Policy Partnership on Women and the Economy, hosted by the Malaysian Government, and the Energy and Mining Sector Dialogue between Europe and Latin America organized by UN Women. Teck was also the first mining company in Chile to join the Pride Connection Network promoted by Fundación Iguales, an organization that promotes gender-inclusive workspaces and the attraction of LGBTQ2S+ talent.

Contributions to Industry Associations

We believe it is important to engage with industry associations to advance research, share best practices, and contribute to improving the regulatory systems and industry performance across the extractive sector and beyond. There can be a wide range of views within the membership of each association and, as members, we may not always agree with every position or approach. This is especially the case when the association's membership is large and the mandate is broad, covering a wide range of issues. This diversity of perspectives creates a rich and full debate.

When disagreement arises, Teck may provide greater clarity on our own positions and activities with policy-makers, work with the association to understand alternative points of view and to seek common ground for progress, consider our ability to influence the policies or perspectives of the organization or, ultimately, consider whether to continue participating in the association.

Our three largest contributions in 2020 were to the International Council on Mining and Metals ($0.6 million), the World Economic Forum ($0.6 million), and the Mining Association of Canada ($0.6 million). For a full list of associations to which Teck pays annual membership fees of $50,000 or more, visit Memberships and Partnerships on our website.

Commitment to Transparency

Teck publicly reports on payments to governments in the countries where we operate, as required under the Canadian *Extractive Sector Transparency Measures Act* (ESTMA). These payments include taxes, royalties and other payment types, by country and on a project-by-project basis, in relation to the commercial development of oil, gas and minerals. See our ESTMA disclosure on the Annual Public Filings Archive page on our website.

We also publish an annual voluntary Economic Contribution Report to complement and enhance our ESTMA disclosure. This report demonstrates our overall value generation in the areas where we operate through wages and benefits, payments to contractors and suppliers, community investment, payments to governments and other payments. See the Economic Contributions page on our website for more information.

We engage in and support the work being done to fight financial corruption by supporting relevant international frameworks such as the Extractive Industries Transparency Initiative (EITI). We participate in the EITI through our ICMM membership.

Payments Received from Governments

In certain jurisdictions, part of our statutory obligations related to lobbying is to publicly report funding we receive and applied for from any government around the world. In 2020, Teck received $2,332,994 CDN from two government programs in Canada: the CleanBC Industry Fund ($2,062,994) and the Student Work Placement Program ($270,000). The CleanBC Industry Fund helps leverage investments to lower greenhouse gas emissions and improve industrial operations, while the Student Work Placement Program supports post-secondary students across Canada with paid work experience related to their field of study.

In 2020, Teck did not receive nor apply for any direct financial assistance relating specifically to COVID-19 from governments — such as the Canada Emergency Wage Subsidy — in jurisdictions in which we operate. However, Teck utilized some COVID-19 tax deferral and temporary tax suspension programs universally put in place for industry. Additionally, in Chile, our contractors used a subsidy program established in the COVID-19 *Employment Protection Law* that allows employers to suspend contracts with their workers and provide access to unemployment insurance funds. This law benefited Teck by reducing contract suspension costs with our suppliers and facilitating restart activities. We do not have a cost estimate of this benefit for Teck.

Summary of Progress 2015 — 2020 Sustainability Vision

We established our first sustainability strategy in 2010, setting out long-term goals to drive improved sustainability performance across our activities. As priorities for stakeholders and Indigenous Peoples continue to evolve, we re-evaluate and update our sustainability goals and strategy. In 2020, we updated our strategy to reflect changing global expectations and to position Teck for the future.

Dedication, collaboration and transparency have helped us get to where we are now, but we know there is more to do. Below are some of the highlights of the progress we have made in achieving our goals.

Energy and Climate Change

2015-2020 Goals	Progress	Highlights
1. Implement projects that reduce energy consumption by 2,500 TJ.	Achieved	Reduced energy consumption by 2,757 TJ from 2011 to 2020.
2. Implement projects that reduce GHG emissions by 275 kilotonnes (kt) of CO_2-equivalent.	Achieved	Reduced annual greenhouse gas emissions by 414 kt of CO_2e at our operations since 2011.
3. Assess opportunities and identify potential project partners toward achieving our 2030 alternative energy goal.	Achieved	Sourced 100% renewable energy at Teck's Carmen de Andacollo (CdA) Operations starting in 2020, which will eliminate approximately 200,000 tonnes of GHG emissions annually. Entered into a power purchase agreement to procure over 50% of operational energy at the Quebrada Blanca Phase 2 Project (QB2) from renewable sources starting in 2022, avoiding approximately 800,000 tonnes of GHG emissions annually.
4. Engage with governments to advocate for effective and efficient carbon pricing.	Achieved	Continued advocacy efforts on carbon pricing through engagements with the British Columbia, Alberta and Canadian governments from 2016 to 2020.

Water

2015-2020 Goals	Progress	Highlights
1. Contribute to watershed management in water stressed regions through water use efficiency projects, use of alternative water sources, water quality improvement measures, and capacity building.	Achieved	Advanced the Elk Valley Water Quality Plan from 2015 to 2020 with the implementation of water quality improvement measures and ongoing engagement with Communities of Interest. Operations in water-stressed regions contributed to watershed management, including engagement with Communities of Interest and advancing water quality improvement measures and water efficiency projects.
1a. Zero significant water-related incidents company-wide each year.	Achieved	Met the target of zero significant water-related incidents from 2018 to 2020.
1b. Reduce fresh water use by 15% by 2020 at our operations in Chile.	Partially achieved	Chilean operations implemented a range of water projects that achieved a peak reduction of 13% in fresh water use. A significant increase in water recovery from the tailings thickener was achieved at Carmen de Andacollo. Some of the other projects implemented did not provide the expected water savings, due to successive years of drought conditions.
2. Increase our understanding of groundwater and proactively assess groundwater risks.	Achieved	All operations either completed development or updated their groundwater models and are utilizing them in the identification and mitigation of groundwater risks.
3. Collaborate in developing innovative water technology and practice.	Achieved	Constructed and operated the first Saturated Rock Fill (SRF) facility at Elkview Operations, and an expansion of the SRF to double the treatment capacity was in commissioning as of the end of 2020. Additional SRFs are in planning at other operations to replace tank-based plants.

Biodiversity

2015-2020 Goals	Progress	Highlights
1. Implement Biodiversity Management Plans for each of our operations.	Achieved	Developed and implemented aspects of Biodiversity Management Plans at all sites, including an ongoing prescribed burn trial at Highland Valley Copper and high elevation grasslands reclamation trials in the coal business unit.
2. Integrate the consideration of biodiversity into the exploration, construction and closure stages of the mining life cycle.	Achieved	Integrated biodiversity into exploration, construction and closure through development and implementation of guidance specific to each of these stages. The employees and contractors who specialize in these areas have been actively implementing the guidance in their respective areas of work.

Biodiversity (continued)

2015-2020 Goals	Progress	Highlights
3. Enhance our contributions to biodiversity conservation knowledge, through collaboration in research, education and conservation.	Achieved	Collaborated with local, national and international organizations and programs such as the ICMM, Nature Conservancy of Canada, The Nature Trust of British Columbia, fRI Research, Vancouver Aquarium, BC Parks Foundation, and other stakeholders and Indigenous Peoples to support biodiversity conservation. Finalized a Joint Management Agreement with the Ktunaxa Nation Council for more than 7,000 hectares of land purchased by Teck in southeastern British Columbia in 2013 for conservation. Under the Agreement, the Ktunaxa Nation and Teck will jointly manage the land for conservation purposes, protecting significant fish and wildlife habitat.

Air

2015-2020 Goals	Progress	Highlights
1. Improve monitoring and understanding of our releases to air and the potential impacts on people, communities and the environment.	Achieved	Since the establishment of the new goals related to air in 2015, 100% of selected community-based stations with annual average ambient concentrations of particulate matter of size less than 2.5 microns ($PM_{2.5}$) were within the World Health Organization guidelines. Improved ambient air quality monitoring programs at Elkview, Line Creek and Cardinal River operations and at the Elk Valley Regional Air Monitoring Program.
2. In consultation with communities, governments and other organizations set air quality goals and establish risk-based action plans to achieve goals.	Achieved	Improved dust management at CdA. Completed construction of a new acid plant at Trail Operations (Trail) to reduce SO_2 emissions from zinc operations. Invested over $40 million at Trail to reduce lead levels in air. This has resulted in a 72% reduction of lead levels since 2016. Invested more than $25 million in operational and facility improvements geared towards reducing fugitive dust emissions at Trail.
3. Strengthen the integration of air quality considerations into early stage project development.	Achieved	Developed air quality considerations and mitigation options for incorporation into early project planning stages and knowledge sessions held with the Project Development Group. Expert input is being provided to project teams as required.

Communities and Indigenous Peoples

2015-2020 Goals	Progress	Highlights
1. Refine our business policies and practices based on results of our social risk assessments, our work in human rights and developments in the rights of Indigenous Peoples.	Achieved	Revised our Social Management and Responsibility at Teck (SMART) Framework to better integrate practices in feedback management, community investment and closure planning. Also developed SMART tools on resettlement and influx management. Developed a social incident reporting procedure and social risk assessment guidelines. All operations completed annual social risk assessments and human rights self-assessments. Developed and piloted additional tools to manage and ensure the safeguarding of human rights. Released Teck's updated human rights policy and increased annual disclosure on our human rights performance.
2. Engage with communities to identify social, economic, and environmental priorities and to mutually define outcomes and measures of success.	Achieved	Updated Teck's Community Investment Program to enhance financial and program performance. Conducted annual community perception surveys across all operations. Invested over $100 million since 2015 in our local communities as well as in global programs including Zinc & Health and Copper & Health.
3. Work with Indigenous Peoples to identify and participate in initiatives to support the self-defined goals of Indigenous communities.	Achieved	Established an Indigenous Peoples Policy that reaffirms our commitment to working with Indigenous Peoples to ensure that Indigenous rights, cultural heritage and traditional land use are respected. Established and implementing 72 agreements with Indigenous Peoples across Teck's sites, including Red Dog, Highland Valley Copper, QB2 and the Elk Valley. Continued advancement of Indigenous community investment partnerships, hiring and procurement. This included spending $3.4 million across 145 organizations on Indigenous community investment, receiving over 4,000 Indigenous job applicants for employment and $192 million in Indigenous procurement spend in 2020. In collaboration with Indigenous communities, continued to develop a Reconciliation Action Plan to provide a framework for our work with Indigenous Peoples with a focus on reconciling the impacts of the historic aspects of mining on our relationships with Indigenous communities.
4. Develop metrics for monitoring Indigenous training, employment and procurement to establish baselines and drive progress.	Achieved	Established verifiable common measures for Indigenous training, employment and procurement for collection and reporting by sites.

Our People

2015-2020 Goals	Progress	Highlights
1. Reduce serious injuries and eliminate fatalities by ensuring our high potential risks have effective controls in place and by enhancing our culture of safety.	Partially achieved	Made significant progress on advancing the application of our HPRC Strategy and managed to reduce serious injuries, however, Teck suffered fatalities and has not yet sustained full fatality elimination. Reduced our Total Recordable Injury Frequency by 58% since 2010 and our High-Potential Incident Frequency 80% since 2010. Created the Courageous Safety Leadership (CSL) program in 2009; more than 18,000 employees have been trained in CSL since inception. Established a Health and Safety Survey in 2019. Based on results, established health and safety cultural improvement plans at all operational sites. By 2020, 90% of the plans were completed. Launched a Vehicle Safety Strategy to eliminate serious injuries and fatalities from vehicle-related incidents. Developed five vehicle-related critical control standards for heavy mobile equipment, light vehicles, buses and transportation, medium-duty wheel assemblies and in-vehicle monitoring systems.
2. Implement improved occupational health and hygiene monitoring and exposure control to protect the longer term health of workers.	Achieved	Developed company-wide standards for occupational exposure risk assessments and occupational medical assessments. Developed a critical control standard with critical control verifications for respirable particulates in mining. Completed the Nanozen real-time monitoring technology pilot project to further improve occupational exposure monitoring. Tracked progress of Exposure Reduction Plans throughout the year, with an aggregate level of completion of 90% across operations.
3. Build a diverse workforce that includes more women and Indigenous people.	Achieved	Increased the number of women at Teck by 6% since 2015, and by 54% since 2012. Established cross-disciplinary community of practice to support continual improvement and best practice development for hiring and procurement.
4. Develop leaders who can confidently and efficiently manage safe, respectful and productive operations.	Achieved	1,160 leaders completed a leadership development program from 2016 to 2020. Invested over $200 million on training since 2015.

Methodology and Restatements

This report discloses sustainability data for the fiscal year ending December 31, 2020. The scope of this report covers all operations managed by Teck and also, where appropriate, key issues at exploration and development projects and at joint venture operations. Data for closed/legacy properties and joint ventures not operated by Teck is not presented unless otherwise stated.

Operations included in this report are those actively managed by Teck, which include:

1. Carmen de Andacollo
2. Cardinal River[29]
3. Elkview
4. Fording River
5. Greenhills
6. Highland Valley Copper
7. Line Creek
8. Quebrada Blanca
9. Red Dog
10. Trail Operations

Joint venture operations not managed by Teck but covered in some areas of this report are:

1. Antamina
2. Fort Hills

Development projects, including those managed by Teck and those not managed by Teck, that are covered in some areas of this report are:

1. Quebrada Blanca Phase 2 (QB2)
2. NuevaUnión
3. San Nicolás
4. Galore Creek
5. Mesaba
6. Schaft Creek
7. Zafranal

Countries where we sell our products are as follows:

- Brazil
- Canada
- Chile
- China
- Colombia
- Finland
- Germany
- India
- Indonesia
- Italy
- Japan
- Malaysia
- Mexico
- Netherlands
- Pakistan
- Philippines
- South Korea
- Spain
- Sweden
- Taiwan
- Thailand
- Turkey
- Ukraine
- United Kingdom
- United States
- Vietnam

Unless otherwise stated, we report data for our operations on a 100% ownership basis (e.g., for a 97.5%-owned operation, we report 100% of the data). Data is reported using the metric system and Canadian dollars, unless otherwise stated. Unless otherwise stated, all workforce data is limited to permanent and temporary employees.

Where available, we include comparative historical data to demonstrate trends. Historical data is reported based on the scope of the report for the respective year. The scope of the report can change year to year, depending on acquisitions or sales of assets. In our efforts to continually improve and standardize our annual reporting process, the interpretation of data from year to year can often change. Certain comparative amounts for prior years have been reclassified or restated to conform to the presentation adopted for this reporting period.

[29] As of June 2020, Cardinal River Operations has transitioned to closure.

Independent Assurance Report

Independent practitioner's limited assurance report on selected sustainability subject matter areas presented within Teck Resources Limited 2020 Sustainability Report

To the Board of Directors and management of Teck Resources Limited

We have undertaken a limited assurance engagement on the following selected sustainability subject matter areas (the subject matter) presented within Teck Resources Limited (Teck)'s 2020 Sustainability Report during the year ended December 31, 2020.

Selected subject matter

- Teck's assertion on page 1 that it has aligned their policies to the International Council on Mining and Metals (ICMM)'s 10 Sustainable Development Principles and mandatory requirements set out in ICMM's Position Statements (ICMM Subject matter 1).
- Teck's assertions on page 9 regarding the approach it has adopted to identify and prioritize its material sustainable development risks and opportunities based on its own review of the business and the views and expectations of its stakeholders (ICMM Subject matter 2).
- The existence and status of implementation of systems and approaches used by Teck to manage the following material sustainable development risk areas (ICMM Subject matter 3):
  1. Health and Safety
  2. Water Stewardship
  3. Relationships with Indigenous Peoples
  4. Relationships with Communities
  5. Tailings Management
  6. Climate Change
  7. Inclusion, Diversity and Our People
  8. Air Quality
  9. Responsible Production
  10. Supply Chain Management
  11. Biodiversity and Reclamation
  12. Human Rights
  13. Business Ethics
- Teck's company reported performance data for the year ended December 31, 2020, presented in the Data Table below (ICMM Subject matter 4); and
- Teck's assertion on page 1 of reporting in accordance with Global Reporting Standards (GRI Standards) (ICMM Subject matter 5).

	Performance Measure	2020	Reference[1]
1	Number of fatalities	0.4	Table 12
2	Lost-Time injuries	85	Table 12
3	Lost-Time injury frequency (LTIF)	0.29	Table 12
4	Total Occupational Disease Rate (per 200,000 hours)	0.31	Table 17
5	Process-Related HPIs	5	Table 14
6	Process-Related HPIs Frequency (per 1,000,000 hours)	0.10	Table 14
7	Total emissions – Direct (Scope 1) (kt CO_2e)	2,582	Table 3
8	Total emissions – Indirect (Scope 2) (kt CO_2e)	213	Table 3
9	Total emissions – Scope 3 (use of coal product sold) (kt CO_2e)	64,000	Table 3
10	Total Energy Consumption (TJ)	40,766	Figure 5
11	All operations - Water withdrawals (ML)	118,284	Table 2
12	Total area of land reclaimed (ha)	5,930	Table 11
13	Area of land yet to be reclaimed (ha)	27,648	Table 11
14	Total number of significant disputes relating to land use and the customary rights of local communities and Indigenous Peoples at Teck sites	1	Table 20
15	Total SO_2 emissions from stacks, stationary and mobile fossil fuel combustion (tonnes)	3,812.2	Table 7
16	Percentage of selected community-based air quality stations (three stations) with annual mean concentrations of ambient $PM_{2.5}$ within the World Health Organization guideline value of 10 µg/m3 (%)	100	Table 8
17	Hazardous waste sent off-site but not recycled (tonnes)	11,721	Figure 12
18	Non-hazardous waste sent off-site but not recycled (tonnes)	9,958	Figure 12

(1) Teck have disclosed the basis of preparation for each of their selected Performance Measures within the body of the Sustainability Report. The table or figure references refer the reader to where definitions can be found.

Management's responsibility

Management is responsible for preparation of the subject matter in accordance with the following criteria:

- The 10 ICMM Principles and mandatory requirements set out in ICMM Position Statements and the Global Reporting Initiative Standards (GRI); and
- Management's internally developed criteria referenced in above table for the selected performance data.

Management is also responsible for such internal control as management determines necessary to enable the preparation of the selected subject matter presented in the Report that is free from material misstatement.

Our responsibility

Our responsibility is to express limited assurance conclusion on the selected subject matter based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standards on Assurance Engagements (ISAE) 3000, *Attestation Engagements Other Than Audits or Reviews of Historical Financial Information*. This standard requires us to conclude whether anything has come to our attention that causes us to believe that the selected subject matter is not fairly stated, in all material respects.

A limited assurance engagement involves performing procedures (primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures) and evaluating the evidence obtained. The procedures are selected based on our professional judgment, which includes identifying areas where the risks of material misstatement in preparing the selected subject matter in accordance with the criteria are likely to arise.

Our limited assurance procedures included, but were not limited to the following:

- Making enquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of Teck's material sustainability topics, and associated selected key performance measures;
- Evaluation of the design of controls and implementation of Teck's sustainability information management systems at a corporate level;
- Analytical reviews and trend analysis of reported data for selected key performance measures;
- Conducting virtual site interviews on a sample of assets. This work was performed to corroborate consistency in understanding and implementation of Teck's Reporting Criteria and to identify systemic challenges to sustainability management and data measurement, collection, reporting and control processes for the selected subject matter; and
- Agreeing and testing the underlying data referenced in the Data Table.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed

Our independence and quality control

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies Canadian Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements* and, accordingly, maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Teck Resources Limited's selected subject matter prepared in accordance with the criteria during the year ended December 31, 2020, is not fairly stated, in all material respects.

Purpose of statement and restriction of use of our report

The selected subject matter has been prepared to assist Teck to comply with the ICMM requirements. As a result, the selected subject matter may not be suitable for another purpose. Our report is intended solely for the use of Teck. We neither assume nor accept any responsibility or liability to any third party in respect of this report.

Chartered Professional Accountants

Vancouver, British Columbia
March 8, 2021

Cautionary Note on Forward-Looking Statements

This report contains certain forward-looking information and forward-looking statements as defined in applicable securities laws (collectively referred to as "forward-looking statements"). These statements relate to future events or our future performance. All statements other than statements of historical fact are forward-looking statements. The use of any of the words "expect", "anticipate", "plan", "estimate", "potential", "may", "will", "work to", "should", "believe", "focus", "targets", "goals;" "believe" and similar expressions is intended to identify forward-looking statements. These statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking statements. These statements speak only as of the date of this report.

Forward-looking statements in this report include, but are not limited to: statements relating to our sustainability strategy; short-term and long-term sustainability goals; strategic priorities and our goals, targets, commitments and plans and our expectations regarding those goals, targets, commitments and plans, including but not limited to our water policy goals and carbon intensity and carbon neutrality goals; expected Elk Valley Water Quality Plan benefits and outcomes; timing of progress of water treatment facilities; estimated timing and spending to achieve our goals; and expectations regarding the conduct of our suppliers and contractors.

The forward-looking statements in this report are based on a number of estimates, projections, beliefs and assumptions the management team believed to be reasonable as of the date of this report, though inherently uncertain and difficult to predict, including but not limited to expectations and assumptions concerning: the development and performance of technology; our ability to attract and retain skilled employees; costs of closure; environmental compliance costs generally; and assumptions regarding the development of our business generally.

Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause the actual results, performance, experience or achievements of Teck to be materially different from those expressed or implied by the forward-looking statements. Risks and uncertainties that could influence actual results include, but are not limited to: risks associated with the consequence of climate-change; risks associated with permitting and development of our properties; operational problems; regulatory action; environmental compliance challenges; changes in laws and governmental regulations; costs of compliance with environmental and other laws and regulation; risks relating to the development and use of new technology or lack of appropriate technologies needed to advance our goals; natural disasters and adverse weather conditions, changes in commodity prices; operations in foreign countries; general business and economic conditions and the future operation and financial performance of the company generally.

We caution you that the foregoing list of important factors and assumptions is not exhaustive. Other events or circumstances could cause our actual results to differ materially from those estimated or projected and expressed in, or implied by, our forward-looking statements. You should also carefully consider the matters discussed under "Risk Factors" in Teck's Annual Information Form and its management's discussion and analysis and other documents available at www.sedar.com and in public filings with the United States Securities and Exchange Commission at www.sec.gov. The forward-looking statements speak only as of the date of this report. Teck does not assume the obligation to revise or update these forward-looking statements after the date of this document or to revise them to reflect the occurrence of future unanticipated events, except as may be required under applicable securities laws.

Facebook: facebook.com/TeckResourcesLtd/
Twitter: twitter.com/TeckResources
LinkedIn: linkedin.com/company/teck-resources-limited

Teck Resources Limited
Suite 3300, 550 Burrard Street
Vancouver, British Columbia, Canada
V6C 0B3
+1.604.699.4000 Tel
www.teck.com