2024

SUSTAINABILITY REPORT

METALS THAT MATTER

Teck

OUR PURPOSE

To provide the essential resources the world is counting on to make life better while caring for the people, communities and land that we love.

Pictured: Trail, B.C., Canada.

IN THIS REPORT

ABOUT TECK

Teck is a leading Canadian resource company that is focused on responsibly producing the metals essential to economic development and the energy transition. Teck has a portfolio of world-class copper and zinc operations across North and South America and an industry-leading copper growth pipeline. We are focused on creating value by advancing responsible growth and ensuring resilience built on a foundation of stakeholder trust.

Teck produces this sustainability report for the benefit of our investors and local stakeholders in the communities where we operate in order to provide transparent information about our sustainability efforts, goals, challenges and progress. This report is not intended to serve as a marketing or promotional document for general public use.

RESPONSIBLE GROWTH AND VALUE CREATION

Driven by our purpose and values, we are building Teck into one of the world's leading providers of responsibly produced energy transition metals.

Our strategy is focused around four pillars: core excellence, metals for the energy transition, value-driven growth and resilience.

PROVIDING THE METALS THAT MATTER FOR A BETTER FUTURE

In 2024, Teck sold its steelmaking coal operations. This strategic move positioned Teck for its next phase of growth and responsible value creation, now focused entirely on providing the metals essential to economic development and the energy transition.

This report is focused on Teck's metals operations only, which will continue to be managed and operated by Teck going forward. Unless otherwise stated, historical sustainability data in this report has been restated in the context of the sale of Teck's steelmaking coal operations and reflects data for metals operations only.

This report includes content relating to Teck's sustainability goals, commitments and policies, sustainability-related activities and/or statements about the environmental impacts and benefits of our business activities. Our content has been developed with guidance from internationally recognized methodologies, frameworks, standards and/or recommendations for sustainability reporting. Where non-standard measures are used, we have disclosed the information in accordance with our internal standards, which are designed to reflect and be consistent with internationally recognized methodologies, frameworks, standards and/or recommendations to the extent possible.

For prior-year data on Teck's previously owned steelmaking coal operations, including data for the portion of 2024 in which they were operated by Teck, see our Sustainability Databook. For more information on restatements, see page 98.

OUR STRATEGY PILLARS

CORE EXCELLENCE

Industry-leading capabilities, processes and talent to drive us forward

METALS FOR THE ENERGY TRANSITION

Focusing on the metals essential to meet growing demand driven by the energy transition

VALUE-DRIVEN GROWTH

A rigorous approach to growth focused on value creation, balanced with returns to shareholders

RESILIENCE

Ensuring we stay resilient and able to create value throughout market cycles

OUR PURPOSE AND VALUES

At Teck, we share a strong sense of purpose, and each day we are guided by our values in how we operate and how we conduct ourselves. Our purpose statement and values articulate the impact we want to create for the world and for our business.

OUR PURPOSE

To provide the essential resources the world is counting on to make life better while caring for the people, communities and land that we love.

Essential Resources

The metals and minerals we produce are essential for modern life and for building a better quality of life for people around the world. The technologies and infrastructure — such as electric vehicles, solar panels and wind turbines — needed to tackle big challenges like climate change depend on the resources we provide.

Caring for the People, Communities and Land That We Love

We work with a sense of personal responsibility and genuine care for the people, communities and lands that we're entrusted with. We provide rewarding, family-supporting careers, collaborate with communities and Indigenous Peoples, and work to provide a healthy environment for generations to come.

OUR VALUES

Our values describe how we operate and who we are.

This is Who we Are

Responsible and Courageous

We do the right thing — even when it's hard or requires bold action.

Respectful and Inclusive

We believe everyone matters and we're better together.

Humble and Driven

We are open and we listen, learn, and are relentless in the pursuit of excellence.

This is How we Operate

Health and Safety

We are focused on ensuring everyone goes home safe and healthy every day.

Sustainability

We ensure the well-being of the people, communities and environments we're entrusted with.

Excellence

We achieve leading performance through innovation and commitment to continuous improvement in efficiency and productivity.

OUR OPERATIONS AND PROJECTS

Operations & Development Projects

Copper Operations
1. Quebrada Blanca
2. Highland Valley Copper
3. Antamina
4. Carmen de Andacollo

Zinc Operations
5. Red Dog
6. Trail Operations

Copper Development Projects
1. Quebrada Blanca Future Expansions
2. Highland Valley Copper Mine Life Extension
7. Zafranal
8. San Nicolás
9. NewRange
10. Galore Creek
11. Schaft Creek
12. NuevaUnión

Zinc Development Projects
5. Anarraaq and Aktigiruq

OUR PRODUCTS — METALS THAT MATTER

We are committed to providing the essential resources the world is counting on to make life better.

COPPER

Copper plays an important role in meeting the world's growing demand for infrastructure and products, and is a vital component in power generation and transmission, construction, clean technology and electronics.

We are a significant copper producer in the Americas, with four operating copper mines and a strong pipeline of development projects in North and South America.

ZINC

We are one of the world's largest producers of mined zinc and operate one of the world's largest fully integrated zinc and lead smelting and refining facilities.

MESSAGE FROM THE PRESIDENT AND CEO, JONATHAN PRICE

Jonathan H. Price
President and Chief Executive Officer

In 2024, we completed a major transformation at Teck to become a pure-play energy transition metals company, focused on responsibly and efficiently running our existing operations while advancing our industry-leading copper growth pipeline. With this transformation, we are uniquely positioned to capitalize on the enormous growth in demand for critical minerals, particularly copper, that sit upstream of virtually every sector and are fundamental to the energy transition and global economic development. Throughout this journey, we aim to embed sustainability at the core of everything we do, not only because it is the right thing to do, but because also it strengthens our business and resilience.

Sustainability Performance Overview

At Teck, our top priority is ensuring everyone returns home safe and healthy every day. While no fatalities occurred at Teck-controlled sites in 2024, we were deeply saddened by a fatality at our joint venture site, Antamina, that occurred during the placement of shipping containers with a crane. We worked closely with our joint venture partners to conduct a thorough investigation, which resulted in several learnings to help prevent a future incident.

This marks the 24th year of reporting our sustainability performance at Teck, and we note the following highlights of our environmental and social performance:

- We provided over $27.9 million to continue supporting local communities and Indigenous Peoples with programs focusing on nature, climate, community wellness, education and equity
- We spent $292 million in procurement with Indigenous businesses
- We have conserved or restored nearly 52,000 hectares since 2020, over 3.5 times our total operating footprint
- At our Carmen de Andacollo copper operation in Chile, 100% of our electricity is now sourced from clean renewable energy sources, and at our Quebrada Blanca Operations, we have contracted to achieve 100% clean power from renewable energy sources in 2025

Our Transformation to Providing the Metals That Matter

Critical minerals are essential to making the low-carbon transition a reality. Because of its unique role in generating and conducting electricity, copper is one of the most important metals for the clean energy transition, as it is an essential component in everything from wind turbines to electric vehicles to charging stations.

From our operations across the Americas, Teck is in an excellent position to help bridge the expected copper supply gap. We are on our way to becoming one of the world's top 10 copper producers and remain one of the largest zinc miners worldwide.

As we move forward, our focus is simple: produce the metals that matter for the energy transition, with a particular emphasis on building out our industry-leading copper growth pipeline. By simplifying our portfolio, we can be more agile and invest in higher growth metals for the energy transition.

Responsible Growth

In 2024, we achieved another significant milestone by completing the construction of our expanded Quebrada Blanca (QB) Operations. The expanded QB was designed with sustainability at its core. It incorporates renewable power sources, the use of desalinated seawater in place of fresh water, local agreements with Indigenous communities, and advanced technologies to optimize processes, enhance safety, and foster efficient and collaborative decision-making.

This project is expected to be the model for the rest of our projects, which we are also aligning with our sustainability commitments to enable a responsible and resilient future for Teck.

Our copper development pipeline is robust, with multiple opportunities to further increase production in the near term, including our Highland Valley Copper Mine Life Extension, our lower capital intensity greenfield projects at Zafranal in Peru and San Nicolás in Mexico, and the optimization and debottlenecking of QB. With these projects, we have a path to increase our copper production to approximately 800,000 tonnes per year before the end of this decade.

Looking ahead, we expect to continue progressing a suite of meaningful brownfield and greenfield development options, including the Galore Creek project in B.C., Canada.

New Structure and Leadership

In 2024, we announced a new business structure and leadership to support our shift towards becoming an energy transition metals company focused on growth.

This new structure is designed to enable Teck to operate safely, efficiently and responsibly while seizing profitable growth opportunities and enhancing value for all our stakeholders. Our business has been simplified, with a streamlined executive leadership team and a regional structure that aligns with our copper growth strategy. This approach balances shareholder returns, sustainable commitments and the long-term resilience of our business.

The new business structure organizes Teck around two regional business units in North America and Latin America. These regional business units will be supported by enterprise-wide functions and a dedicated Projects group, which will focus on developing and executing both brownfield and greenfield projects.

Our executive leadership team brings an incredible breadth of experience to their roles, and I am excited to continue to collaborate with them to unlock the full value of our premium energy transition metals portfolio and to build out our copper growth pipeline.

However, the transformation Teck achieved in 2024 would not have been possible without our entire team. I want to extend my heartfelt gratitude to all the employees at Teck, whose dedication, hard work and commitment have been instrumental in driving our success, and will continue to be the foundation of our future achievements.

MESSAGE FROM THE PRESIDENT AND CEO, JONATHAN PRICE (continued)

Our Sustainability Focus

At Teck, we have a comprehensive approach to sustainability, aiming to integrate best practices across various operational and business aspects. The foundation of our sustainability strategy is built on three pillars: climate, nature, and Indigenous communities.

NET-ZERO AND NATURE

We recognize our unique position in the low-carbon future. As a critical minerals producer, we are not just observers of the energy transition: we enable it. We have established both short- and long-term goals for reducing our greenhouse gas emissions. For example, at Quebrada Blanca, we have contracted 100% of our electricity requirements from renewable sources, putting us on track to achieve net-zero Scope 2 emissions across our operations by the end of 2025. At Highland Valley Copper, we have been successfully piloting renewable diesel, demonstrating positive operational performance.

Moving to nature, our operations are often located in regions rich in both minerals and biodiversity. Mining directly impacts and depends on ecosystems. To halt and reverse the current trend of nature loss, we must take decisive action. In 2022, we became one of the first mining companies to commit to being nature positive by 2030 by restoring or conserving three hectares for every one hectare affected by our mining activities. Since 2020, we have conserved or restored nearly 52,000 hectares in North and South America.

INDIGENOUS COMMUNITIES

Another critical aspect of our business is our relationships with communities and Indigenous Peoples. Just as natural systems thrive on interconnections, our business success relies on strong relationships. We have seen first-hand how deep community partnerships and relationships with Indigenous Peoples can create business opportunities and reduce operational risk. Today, we have 85 active agreements — ranging from exploration to impact benefit agreements — with Indigenous Peoples in all the geographies where we operate. Our engagement strategy has led to significant increases in local employment and procurement opportunities for Indigenous Peoples, as well as business development, capacity building, and education and training.

Key Sustainability Achievements

All of our operations are verified against the Copper Mark Criteria. We are proudly certified with the Copper Mark at Carmen de Andacollo, Quebrada Blanca and Highland Valley Copper operations; the Molybdenum Mark at Highland Valley Copper and Quebrada Blanca operations; and the Zinc Mark at Red Dog and Trail operations. These significant achievements highlight our commitment to sustainability and transparency.

We are also proud to be listed as one of Canada's Top 100 Employers by MediaCorp Canada's Top Employers program for the eighth consecutive year, named to the Forbes list of the World's Best Employers 2024, and recognized as one of the 2024 Best 50 Corporate Citizens in Canada.

Teck was named to the Dow Jones Best-in-Class World Index (formerly S&P Dow Jones Sustainability World Index) for the 15th consecutive year, indicating we are in the top 10% of the largest 2,500 companies in the S&P Global Broad Market Index, based on long-term economic, environmental and social criteria.

Looking Ahead

I am incredibly excited about Teck's future as a leading global critical minerals company. Our diverse portfolio, combined with the unwavering commitment of our employees and leadership team, positions us to responsibly create value for Teck and our stakeholders. Our purpose remains to provide essential resources the world is counting on to make life better while caring for the people, communities and land we love. As we look ahead, I am confident that Teck is well positioned to lead in the global critical minerals sector, driving sustainable growth and creating lasting value for all our stakeholders.

Jonathan H. Price
President and Chief Executive Officer
Vancouver, B.C., Canada
March 13, 2025

2024 HIGHLIGHTS AND RECOGNITION

HIGHLIGHTS

We provided over **$27.9 million** to continue supporting local communities and Indigenous Peoples with programs focusing on nature, climate, community wellness, education and equity

We have conserved or restored nearly **52,000 hectares** since 2020, over 3.5 times our total operating footprint

We spent **$292 million** in procurement with Indigenous businesses

At our Carmen de Andacollo Operations in Chile, **100%** of our electricity is now sourced from clean renewable energy sources

All of our operations are subject to an independent assurance program against responsible mining standards such as the Mining Association of Canada's Towards Sustainable Mining (MAC TSM), the International Council on Mining and Metals (ICMM), and The Copper Mark:

- Achieved the Zinc Mark at Red Dog Operations in 2024
- Recertification of the Copper Mark and Molybdenum Mark at Highland Valley Copper Operations and assurance against TSM and ICMM PEs in 2024
- Maintained the Zinc Mark at Trail Operations in 2024
- Carmen de Andacollo Operations continues to hold the Copper Mark
- Quebrada Blanca Operations continues to hold the Copper Mark and Molybdenum Mark

RECOGNITION[1]

S&P Global: Named to the Dow Jones Best-in-Class World Index (formerly S&P Dow Jones Sustainability World Index) for the 15th consecutive year.

MSCI: Received an MSCI ESG Rating of A. Teck is classified as an ESG industry leader in corporate governance, corporate behaviour, health and safety, and carbon emissions.

Sustainalytics: Recognized by Morningstar Sustainalytics as a 2025 ESG Industry Top-Rated company.

ISS ESG: Corporate Rating: Achieved Prime status for ESG performance as of November 2024, placing Teck in the top decile of the mining and integrated production industry.

Canada's Top 100 Employers: Named one of Canada's Top 100 Employers for the eighth consecutive year by Mediacorp Canada's Top Employers program.

Corporate Knights: Recognized as one of the 2024 Best 50 Corporate Citizens in Canada by Corporate Knights for the 18th consecutive year.

Forbes: Named to the Forbes list of the World's Best Employers 2024 and list of the World's Top Companies for Women 2024, employee-driven rankings of multinational corporations.

See Teck's latest sustainability ratings on our website.

[1] ESG agency disclaimers.

GOVERNANCE AND APPROACH TO SUSTAINABILITY

Governance

Our governance framework enables us to integrate sustainability into our decision-making processes at all levels. This includes clear accountability mechanisms and oversight by our Board of Directors and executive leadership team. For more details on our governance of sustainability, see the Responsible Business section of Teck's Management Approach to Sustainability.

Management Approach

Teck's management approach to sustainability provides a detailed guide on how we implement our sustainability strategy and governance principles into practice. It includes objectives and targets, specific policies, procedures, roles and responsibilities, metrics and monitoring, and continuous improvement practices for managing the material sustainability topics for Teck. This approach enables us to address sustainability issues on a day-to-day basis For more details, see Teck's Management Approach to Sustainability.

Management Approach to Sustainability

Our Management Approach to Sustainability provides a comprehensive account of our approach to sustainability, both broadly and through each of our material sustainability topics, in accordance with Global Reporting Initiative GRI 3-3.

Key Commitments and Membership Associations

International Council on Mining and Metals

The Copper Mark (including multi-metals The Zinc Mark and The Molybdenum Mark)

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

United Nations Global Compact

International Copper Association

International Lead Association

International Zinc Association

International Labour Organization Labour Standards

Mining Association of Canada Towards Sustainable Mining initiative

30% Club Canada

And others listed on our Memberships and Partnerships page

Supporting the United Nations (UN) Sustainable Development Goals (SDGs)

As a member of the UN Global Compact (UNGC), Teck works to advance the UN's sustainable development agenda, which since 2015 has included 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 with the following goals:

Through Teck's Community Investment Program, we invest in organizations and initiatives that create value to Teck and to society, support sustainable development and focus on shared strategic outcomes that help advance the achievement of the UN SDGs. For more details on Teck's Community Investment Program, see the Relationships with Communities section of Teck's Management Approach to Sustainability and the Community Investment page on our website.

Engaging with Our Communities of Interest (COIs)

Engagement with COIs, including local communities and Indigenous Peoples, our workforce, investment communities, industry associations, government, non-governmental organizations (NGOs), business partners and customers, helps to enhance our mutual understanding of interests, concerns and aspirations, and strengthens relationships.

Teck conducts direct engagement with COIs on an ongoing basis, which involves speaking and working directly with COIs, as well as indirect engagement, which involves reviewing publications that reflect the expectations of our COIs. All our operations, exploration sites and projects — including sites in active closure — identify, prioritize and directly engage local and Indigenous governments and communities.

For more details on our approach to engagement with Indigenous Peoples and COIs, see the Responsible Business, Relationships with Communities and Relationships with Indigenous Peoples sections of Teck's Management Approach to Sustainability.

See Table 38: Key Engagement Topics Identified and Managed in 2024 on page 96 for a list of key topics in 2024.

RISK AND IMPACT MANAGEMENT

Enterprise Risk Management

Teck's approach to risk management is governed by our:

- **Risk Management Framework,** which provides a consistent approach to identify, assess and manage risks and opportunities; the framework, governed by Teck's Enterprise Risk team, supports the integration of risk management into operations, projects and functions of the organization, including business planning, decision-making and performance management, in support of the achievement of business objectives
- **Risk Management Policy,** which acts as the overarching policy that sets out our commitment to maintaining a robust framework to support the effective and efficient management of risk
- **Risk Management Standard,** which defines the minimum mandatory requirements by which risks are identified, assessed, treated, monitored and communicated
- **Risk Management Process,** which provides a structured approach to using tools, procedures and practices to assess and manage risk

Teck's Risk Management Framework aligns with industry best practices for effective risk management, and follows general guidelines set out in the ISO 31000 risk management standard. Teck applies the Risk Management Process biannually for each functional area and operational site to identify new risks and review existing ones. The process consists of five steps: risk identification, risk assessment, risk treatment, risk monitoring and risk communication.

Teck's Risk Management Framework employs a top-down and bottom-up approach to identify and assess risks. Principal risks, which represent the top risks to Teck, are defined through a top-down assessment of risk to Teck's corporate objectives; the relevant executive leadership team member owns the principal risk. Principal risks are determined by Teck's executive leadership team and Board and facilitated by the corporate Enterprise Risk team. Annually, the Head of Enterprise Risk holds a workshop with the Board to review and update the principal risks.

With respect to bottom-up risk assessment, the enterprise risk team supports all operational sites, projects, corporate functions and exploration in identifying new and revising historical risks that they are accountable for. The assessment process uses Teck's risk matrix to evaluate the consequences and likelihood of a risk event with and without existing controls to determine the risk magnitude. Based on the risk magnitude, the risk owner determines if further treatment is required to manage the risk within Teck's risk tolerance and appetite. The risk owner will then evaluate further risk treatment options and plan additional actions to reduce the risk magnitude. Risk registers are updated biannually as part of the bottom-up approach.

The Enterprise Risk team reports to the executive leadership team and Board of Directors on principal risks and material risks, and on the Enterprise Risk Process, at least annually. The Head of Enterprise Risk also reports on material risks quarterly to the senior management team and executive leadership team.

Appointed by the executive leadership team, Risk Business Partners for each functional area and operational site are responsible for facilitating the application of the risk management process, including identifying and assessing risks, supporting their department with risk-related activities and fostering a risk-aware culture. The Enterprise Risk team provided comprehensive training to Risk Business Partners to enable conformance to the Risk Management Standard. Each risk has an owner, assigned based on their accountability, to manage the risk and to appoint control owners for each critical control. Control owners monitor the effectiveness of their assigned controls and correct critical controls as needed.

The risks to Teck's business and risk from Teck's operations are multi-faceted and require effective collaboration among departments, business units and external stakeholders. Teck has evaluated risks to the mining life cycle, including exploration, project development, operations and closure, and related risks such as regulatory, environment, community, Indigenous relations, supply chain, marketing, logistics, finance, technology, political, macroeconomic and strategy.

In addition, the Enterprise Risk team works collaboratively with Teck's Assurance and Advisory team, which completes risk-based audits throughout the organization, providing independent and objective assurance and advice on control design and operation. The Assurance and Advisory team use outcomes from the risk-assessment process to inform risk-based audit planning.

2024 DOUBLE MATERIALITY ASSESSMENT

Double Materiality Approach

At Teck, we assess sustainability risk alongside our major business risks. We define a material sustainability topic as a specific dimension of sustainability under which Teck has a significant economic, environmental and social impact, or a dimension that could result in risks or opportunities that substantively influence the assessments and decisions of our COIs.

We evaluate our material topics through a double materiality assessment that considers materiality on both a financial and impact basis:

- **Impact materiality:** Assessment of positive or negative impacts of Teck's activities on people or the environment, directly and in the value chain.
- **Financial risk materiality:** Assessment of the sustainability-related risks and opportunities that could reasonably be expected to affect Teck's prospects, with financial risk aligned with Teck's enterprise risk management approach.

We adhere to Global Reporting Initiative (GRI) standards for evaluating impact materiality, and we review our financial materiality of sustainability risks and opportunities with reference to global standards.[2]

The outcome of the materiality assessment informs our sustainability strategy and drives the content of our annual sustainability report that, along with our Management Approach to Sustainability, outlines the controls and procedures Teck has in place to manage the identified impacts, risks and opportunities within the materiality assessment.

In addition to our materiality analysis, we conduct a salient human rights assessment. For details on our salient human rights issues, please see the Human Rights section of Teck's Management Approach to Sustainability.

[2] As part of our financial materiality process, we review the nomenclature and methodologies outlined by global standards. We are staying informed about evolving standards and reviewing our practices accordingly.

2024 DOUBLE MATERIALITY ASSESSMENT (continued)

Double Materiality Process

We have built upon our robust approach to undertaking a materiality assessment through our three phases — identification, prioritization and validation — and by integrating the assessment and COIs engagement updates described above in the Engaging with Our Communities of Interest (COIs) section on page 9.

IDENTIFICATION

During the identification phase, we conduct research on industry trends, market analysis, risk reports, and global sustainability reporting standards and frameworks to identify the leading topics relevant to the mining industry and our business.

As part of our comprehensive materiality assessment, we leverage information from our existing engagements with COIs, as identified in the Engaging with Our Communities of Interest (COIs) section, to gain perspectives for material issues that affect our business value creation, as well as impacts on people and environment, directly and through the value chain. Information is collected from stakeholders directly (via survey, interview or proxy respondents) and indirectly (via published reports, questionnaires, standards, policies, etc.)

We map and combine this initial list of elements into overarching topics in alignment with the standardized guidance from the ISSB standards. We then undertake a detailed analysis by defining subtopics and relevant positive and negative impacts, risks and opportunities (IROs) of each material topic.

IROs are the backbone of our double materiality assessment, providing a comprehensive understanding of our impacts, guiding informed decision-making, and helping us manage risks while identifying opportunities in key sustainability areas.

PRIORITIZATION

During the prioritization phase, Teck evaluates the topics against the double materiality scales: positive and negative impact, and financial risk and opportunity. We define these scales using the guidance from GRI and ISSB, as well as our internal policies and enterprise risk management processes, to align the assessment process with how we understand risk and opportunity in our business.

The relative materiality of these topics is scored and ranked based on two dimensions: impact materiality and financial materiality, with higher scores indicating greater materiality. Impact materiality is calculated by considering the severity of impact (scale, scope and remediability) and the likelihood of occurrence. Financial materiality, on the other hand, is calculated by considering the magnitude of the financial effect (including operational, reputational and financial impacts) and the likelihood of occurrence.

VALIDATION

During the third phase, the results are socialized and validated by members of Teck's senior management team across sustainability, legal, risk management and finance functions, and by the Disclosure Committee, and the Safety and Sustainability Committee of the Board of Directors.

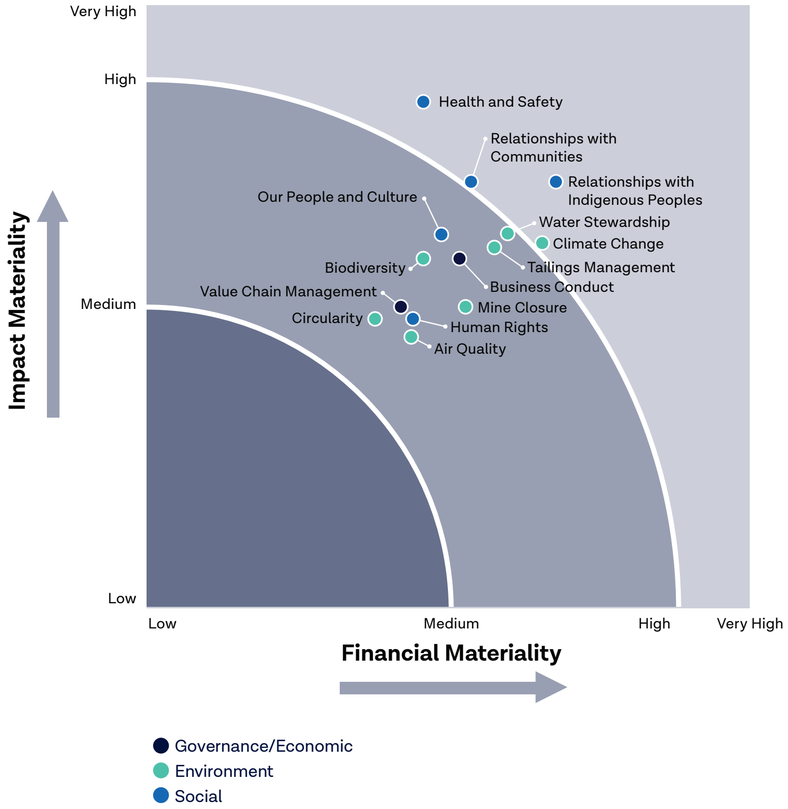
During the year, assurance is performed by a third-party provider to confirm that the materiality assessment process was conducted in accordance with GRI methodology. For more information on our assurance coverage, see the Independent Assurance Report on page 99.

Teck's materiality assessment process follows a three-year cycle, starting with a comprehensive materiality assessment in year one, followed by two years of desktop studies to confirm and refresh the results. 2024 was the second year of the 2023–2025 assessment cycle; as such, we continue to refine the process to better define Teck's material topics and assess them through both a financial and an impact materiality lens — also known as a double materiality assessment. This is the second year Teck has incorporated financial materiality as a dimension of the assessment.

Materiality Results

Based on our 2024 materiality results, Biodiversity and Closure has been split into two stand-alone material topics: Biodiversity and Mine Closure. This resulted in a list of 14 material topics, each with its own subtopics and IROs.

Figure 1: 2024 Materiality Matrix of Sustainability Topics



RELATIONSHIPS WITH INDIGENOUS PEOPLES

2024 HIGHLIGHTS

$292 million spent with Indigenous businesses[3] through procurement

85 active agreements with Indigenous Peoples[4]

95% of assigned Teck employees completed our Indigenous Cultural Awareness Training

GRI INDICATORS

2-23, 2-24, 203-2, 3-3, 411-1, 14.11.2, 14.11.4, 14.12.3. For details on where to locate GRI indicators in our reporting, see Reporting Index on our website.

This topic is considered a priority by Indigenous Peoples, regulators and society.

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.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

[3] An Indigenous business qualifies if it is identified by a Teck agreement-holding Indigenous community, listed in an Indigenous business directory, or self-identifies as an Indigenous business from an established Indigenous community. For more definitions, see our Sustainability Report Glossary.
[4] Includes agreements at active operations, development projects, and exploration sites.

Pictured: Employees at Red Dog Operations, USA.

Performance Metrics[1]

Indicator: Procurement spend with Indigenous suppliers[2]
Target: Increase procurement spend with Indigenous suppliers relative to total spend

2024:	$292 million (7%)
2023:	$297 million (7%)
2022:	$261 million (7%)

Indicator: Number of agreements with Indigenous Peoples
Target: Negotiate agreements with Indigenous Peoples affected by our activities

2024:	85 active agreements[3]

Indicator: New significant disputes[4] relating to land use, customary rights and other rights of local communities and Indigenous Peoples
Target: Zero new significant disputes relating to land use, customary rights and other rights of local communities and Indigenous Peoples

2024:	0 new significant disputes
2023:	0 new significant disputes
2022:	1 new significant dispute[5]

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024. The steelmaking coal operations had no significant disputes in 2023 and 2022.
(2) See page 12 for our definition of Indigenous suppliers
(3) Includes agreements at active operations, development projects, and exploration sites.
(4) See page 41 for the definition of significant disputes.
(5) See page 41 in the Relationships with Communities chapter for description of disputes.

OUR 2024 PERFORMANCE IN RELATIONSHIPS WITH INDIGENOUS PEOPLES

Our Targets and Commitments Teck recognizes that building strong relationships with Indigenous Peoples that help us understand each other's perspectives and priorities is fundamental to our success. Our approach to pursuing respectful and constructive relationships with Indigenous Peoples is outlined in our Indigenous Peoples Policy. The following table summarizes our performance against our sustainability strategy and goals for relationships with Indigenous Peoples.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
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 the end of 2025 by increasing employment and procurement through business development, capacity-building, education and training opportunities.	In 2024: · $292 million spent with suppliers who self-identified as Indigenous, compared to a three-year average of $283 million · 11% of employees (810) who self-identified as Indigenous[5] Continued development of a Teck-wide Indigenous employment strategy and a site-specific strategy at Highland Valley Copper Operations, including improvement of baseline data.
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 the end of 2025.	Provided a total investment of $27.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes in 2024, for a total of $123.1 million since the beginning of 2020.[6] This included $10.5 million via 171 organizations to support Indigenous Peoples, representing 37% of Teck's total community investment spend in 2024. In 2024, Teck actively participated in and supported the involvement of Indigenous employees in several Indigenous-led events, including Moose Hide Campaign Day, the BC Achievement Foundation Indigenous Business Award Gala and Indspire's Soaring Youth Conference and Awards Gala.

[5] In Canada and Chile, disclosing racial background and Indigeneity is voluntary; therefore, this data is not complete and is only reflective of employees who have chosen to disclose.
[6] Our goal to contribute $100 million to community organizations and global initiatives was originally made considering Teck's previously owned steelmaking coal operations, which were sold in 2024. Investments made at those operations are excluded here. Including investments at the steelmaking coal operations prior to the completion of the sale in July 2024, we invested $28.6 million in 2024, and a total of $133.8 million since 2020. Teck plans to refresh our sustainability strategy and goals in 2025 to reflect our focus on our metals portfolio.

RECOGNIZING AND RESPECTING THE INTERESTS, RIGHTS AND HERITAGE OF INDIGENOUS PEOPLES

Context

At Teck, we recognize and respect the rights, cultures, knowledge, interests and aspirations of Indigenous Peoples. Mining activities can offer social and economic benefits to Indigenous Peoples, but can also disrupt their lands, rights and well-being, needing robust management and respect for their rights. We work to build strong and lasting relationships and work to achieve the free, prior and informed consent of Indigenous Peoples for our activities. Teck supports self-defined community goals that provide lasting benefits.

Four of our five active operations[7] in Canada, Chile and the United States and the majority of our exploration projects, development projects and sites in active closure are located within or adjacent to Indigenous Peoples' territories. 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, the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining, and the Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Indigenous and Community Relationships Protocol.

We engage with Indigenous Peoples early in our planning processes and work to achieve their free, prior and informed consent for our activities, as outlined in our Indigenous Peoples Policy.

Teck's Journey of Reconciliation

Teck works to support Reconciliation with Indigenous Peoples. Teck is active in many jurisdictions, including Canada, Chile, Peru, Mexico and the United States. The term Reconciliation is not broadly used and may have different connotations than it does in places such as Canada and Australia, where Indigenous Reconciliation movements are widespread and well understood.

We acknowledge that the term is not widely used in Latin America and the United States, where we have relationships and are active. In these and other jurisdictions, conversations may focus on Indigenous rights.

Reconciliation involves acknowledging and healing from a history of colonization, where Indigenous rights and priorities were not respected, treaties were ignored and traditional governance systems were forcibly dismantled. This has impacted the physical, emotional and spiritual well-being of Indigenous Peoples across generations.

Reconciliation at Teck includes recognizing that current mining activities, if not conducted inclusively, can feel like an extension of colonization if not done in a way that creates mutual benefit and supports Indigenous relationships with land and culture. The interruption of Indigenous ways of being and the introduction of settler ways of being, such as money-based economies and colonial governments, creates an environment where Teck and Indigenous Peoples must work to find common values, goals and ways of being.

Reconciliation involves working to establish trust with Indigenous Peoples who have been impacted by our activities by listening to and understanding their experiences and building a better future together. It also means recognizing Indigenous rights, priorities and concerns and integrating them into a respectful workplace culture.

In 2024, Teck advanced the following work on a Reconciliation Action Plan:

- Developed a draft definition of what Reconciliation means to us
- Undertook a gap analysis to understand how Teck is currently meeting expectations communicated in Indigenous-led documents such as the Truth and Reconciliation Commission's Calls to Action
- Conducted a qualitative analysis of feedback and direction on Indigenous priorities from Indigenous COIs, to inform the draft pillars of our action plan
- Developed an external engagement plan for 2025

We provided financial contributions to 169 Indigenous and Reconciliation-related organizations. In 2024, we expanded our long-standing partnership with the BC Achievement Foundation to support the British Columbia Reconciliation Award, recognizing those who have demonstrated exceptional leadership in advancing the Truth and Reconciliation Commission of Canada's Calls to Action. See the Community Investment and Sponsorships Focused on Indigenous Peoples section on page 16 for more detail.

Negotiating and Implementing Agreements

We focus on the negotiation of mutually beneficial agreements as a foundation for strong and positive relationships. In 2024, there were 85 active agreements in place with Indigenous Peoples, including 40 new agreements ranging from exploration agreements to impact benefit agreements.[8] For information on how agreements are reached, see the Relationships with Indigenous Peoples section of Teck's Management Approach to Sustainability. For a full list of our active agreements with Indigenous Peoples for projects and operations, see our Sustainability Databook.

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

As set out in Teck's Indigenous Peoples Policy, we are guided by the United Nations Declaration on the Rights of Indigenous Peoples and continue to implement our commitment to work to achieve the free, prior and informed consent of Indigenous Peoples where we work.

Through the environmental assessment process for Teck's Highland Valley Copper (HVC), Mine Life Extension Project, which proposes to extend the life of HVC to approximately 2043, Teck continues to meaningfully engage and collaborate with Indigenous governments and organizations (IGOs) in ways that align with the preferences of each. Indigenous-led assessments were prepared by four Indigenous Governments and Organizations, the Citxw Nlaka'pamux Assembly (CNA), the Lower Nicola Indian Band (LNIB), the Nlaka'pamux Nation Tribal Council (NNTC) and the Stk'emlupsemc te Secwépmc Nation (SSN), and supported by HVC. These assessments are considered along side of HVC's environmental assessment application. In addition, the CNA wove nłe?képmx knowledge,[9] ways of knowing and world views, directly into the HVC environmental assessment application in a manner that is respectful of CNA's confidentiality, preferences and protocols. Indigenous support for the HVC Mine Life Extension Project has been sought to date, the CNA, LNIB and Kanaka Bar Indian Band have formally indicated their support for the project. The SSN initiated a dispute resolution process with the British Columbia Environmental Assessment Office, which has delayed the Environmental Assessment (EA) approval process. A provincial environmental assessment decision is currently anticipated in the first half of 2025.

See Table 1 for more details on selected engagement activities with Indigenous Peoples in 2024.

[7] Includes Highland Valley Copper, Quebrada Blanca, Red Dog and Trail operations, and excludes Carmen de Andacollo. This does not include operations in which Teck has/had an ownership interest but is not the operator, e.g., Antamina.
[8] An impact benefit agreement is an agreement typically made with 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 Indigenous party.
[9] nłe?képmx Knowledge is defined as "a body of knowledge that encapsulates nłe?képmx culture and the way of life and includes but is not limited to, language, social customs, resource use, spirituality, and rituals. nłe?képmx knowledge is inextricably tied to the nłe?képmx territory.

BUILDING A CULTURE THAT RESPECTS INDIGENOUS RIGHTS

Teck is aiming to build a culture that is respectful of Indigenous rights. Our work on this included developing a change-management framework, creating space for Indigenous employees to come together and meaningfully inform Teck initiatives, expanding our Days of Recognition program, requiring completion of Teck's Indigenous Cultural Awareness Training by all employees in Canada and by exploration and geoscience employees in the U.S., and donating to Indigenous and Reconciliation-related organizations (see Community Investment and Sponsorships Focused on Indigenous Peoples section on page 16).

We recognize the importance of a culturally respectful work environment and of a sense of belonging in the workplace for all employees. In 2024, 30 Indigenous employees came together to discuss themes of Reconciliation, belonging and inclusion through seven Indigenous Employee Gathering sessions, fostering an inclusive workplace and contributing valuable input to Teck initiatives. Through connection and sharing experiences, this global network of Indigenous employees advanced solutions for building a more inclusive and culturally responsive workplace by developing a guideline for smudging practices, clarifying the process for cultural leave and contributing to the Indigenous employment procedure.

Days of Recognition Program

As part of our commitment to building a culture that is respectful of Indigenous Rights, Teck acknowledged Indigenous Recognition Days in 2024, including Red Dress Day, Moose Hide Campaign Day, National Indigenous History Month and National Indigenous Peoples Day in Canada, International Day of the World's Indigenous Peoples, and the U.S. Indigenous Peoples' Day. Leading up to these Indigenous Recognition Days, activities took place to reflect on and engage in discussion on Reconciliation across Teck sites and offices. This included participating in local community events, hosting internal employee events featuring Indigenous speakers, commissioning artwork by Indigenous artists, and sharing Indigenous learning resources and books by Indigenous authors. In a follow-up employee survey, 80% of respondents said that the Indigenous Recognition Day communications and activities that Teck hosted increased their awareness and understanding of Reconciliation.

In celebration of National Indigenous History Month, employees were also invited to a screening of the second episode of Season 2 of the TV show *Bears' Lair,* featuring guest judge Greg Brouwer, Senior Vice President, Operations Excellence. The screening was followed by a fireside chat featuring Greg Brouwer and Geena Jackson, creator and executive producer of the show.

Similarly, in acknowledgement of Orange Shirt Day (National Day for Truth and Reconciliation), employees were invited to a fireside chat featuring Jonathan Price, President and CEO, in conversation with Chief Gibby Jacob, Hereditary Chief of the Squamish Nation and creator of the documentary *Back to the Fire.* Following the fireside chat, employees watched the first episode of *Back to the Fire,* a project that Teck contributed to. For more information, see the case study to the right.

Cultural Awareness Training

Cultural awareness training is intended to support effective relationships with the Indigenous communities we work with, as well as with our Indigenous colleagues. This is part of Teck's commitment to inclusion and diversity in the workplace and the Canadian Truth and Reconciliation Commission's Call to Action #92.

In 2024, Teck made its online Indigenous Cultural Awareness Training, focused on the Canadian context, mandatory for all employees in Canada and for exploration and geoscience employees in the U.S. This training is designed to enhance understanding of the history, rights, culture and contemporary realities of Indigenous Peoples, and to encourage employees to consider how they can support Reconciliation. By the end of 2024, 1,310 employees (representing 95% of Teck's employees who were assigned the course) completed the training.

Teck also hosted live facilitated sessions, developed in collaboration with Indigenous Peoples, to provide content tailored to localized contexts, connect learnings to employees' scopes of work, deepen cultural awareness and support employees in their ongoing learning journeys. In 2024, Teck hosted multiple live facilitated sessions on a range of topics, including the Indigenomics Institute and Economic Reconciliation, Indigenous Recognition Days, Indigeneity and Pride Intersectionality, Aboriginal Law and Two-Eyed Seeing, and Traditional Plant Medicines for Wellness. At Highland Valley Copper Operations, a more localized, live facilitated session is being co-developed with local First Nation representatives; this session will be required for all site employees.

Incidents and Significant Disputes

There were zero new significant disputes for Teck that involved Indigenous Peoples in 2024. Please see page 41 in the Relationships with Communities chapter for further details on ongoing disputes as well as other grievances

CASE STUDY: SUPPORTING RECONCILIATION WITH INDIGENOUS PEOPLES — *BACK TO THE FIRE* SERIES

At Teck, we work to support Reconciliation with Indigenous Peoples, and this includes prioritizing education to empower everyone at Teck to understand the importance of Reconciliation and consider how to integrate Indigenous thinking into our everyday work.

Teck contributed $150,000 towards the development of the pilot episode of *Back to the Fire,* a six-episode travel documentary series profiling inspiring Indigenous leaders from Canada and around the world. In the series, leaders share their nation-rebuilding success stories on their ancestral lands.

In 2024, as the pilot episode entered post-production, *Back to the Fire* and Teck jointly hosted an employee livestream event in honour of National Day for Truth and Reconciliation and Orange Shirt Day, featuring a discussion between Jonathan Price, President and CEO, and Chief Gibby Jacob, Hereditary Chief of the Squamish Nation and *Back to the Fire* Executive Producer. The jointly-hosted event with the *Back to the Fire* team allowed Teck to continue learning directly from Indigenous voices about the ongoing impacts of colonization across Indigenous communities and the importance of Reconciliation.

Read the full case study on our website.

CREATING OPPORTUNITIES FOR ECONOMIC DEVELOPMENT

Indigenous Education, Training and Employment

Increasing or improving opportunities for education, employment and training are some of the ways Indigenous Peoples can benefit from our projects and operations. We are improving the way we do this work by collaborating with communities, governments, organizations, and Indigenous employees and contractors in the identification of priorities, program development and impact measurement. We have set a goal to achieve greater representation of Indigenous Peoples across our business by 2025, including by increasing employment. We hope to learn from the success of initiatives at our Red Dog Operations to bring these practices across the company while supporting education and training initiatives to build career pathways into mining.

In 2024, Teck developed an Indigenous employment dashboard and began drafting an Indigenous employment strategy, including a specific strategy for the Highland Valley Copper Mine. An Indigenous employment procedure was also developed.

In 2024, 810 employees self-identified as Indigenous. In Canada and Chile, disclosing racial background and Indigeneity is voluntary; therefore, this data is not complete and is only reflective of employees who have chosen to disclose.

In 2024, there were 181 NANA shareholder[10] new hires at our Red Dog Operations, which represents 70% of the total new hires at Red Dog; 346 employees were NANA shareholders, representing 53% of the total number of employees at Red Dog Operations. NANA Regional Corporation (NANA) is an Alaska Native Corporation owned by the Iñupiat shareholders, or descendants, of Northwest Alaska.

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. In 2024, members from Teck's Indigenous Gathering Group and Social Performance team participated in Indspire's 12th annual youth conference — Soaring — to engage with over 5,000 Indigenous youth participants. This was an opportunity to showcase career opportunities at Teck and share stories about educational and work experiences through a virtual trade show booth and interactive workshop. In partnership with Indspire, Teck also offered 10 Building Brighter Futures bursaries, scholarships and awards to Indigenous post-secondary and skilled trades students.

Throughout 2024, Teck participated in various additional Indigenous-led and focused events where Indigenous employees were invited to participate to celebrate Indigenous achievements, honour Indigenous culture and engage in learning opportunities. In addition to Indspire's Soaring Youth Conference and Awards Gala, employees participated in Moose Hide Campaign Day, the Canadian Council for Indigenous Business' 40th Anniversary, the BC Achievement Foundation Indigenous Business Awards Gala and the Forward Summit conference.

Procurement from Indigenous Suppliers

Procurement from Indigenous businesses is a critical part of sharing the economic benefits of mining and advancing economic Reconciliation. Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in having Indigenous businesses supply goods and services to our sites. We recognize that facilitating access to contracting opportunities for Indigenous businesses leads to more resilient supply chains and increased prosperity for all, during and after mine life.

In 2024, our operations spent approximately $292 million with suppliers who self-identified as Indigenous; this represents a decrease compared to 2023, but is higher than the three-year 2022–2024 average of $283 million, as shown in Figure 2. In 2024, 31% ($164 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. An Indigenous procurement working group was also implemented for the HVC Mine Life Extension Project to support Indigenous participation and was informed by local Indigenous definitions of successful participation.

Figure 2: Procurement Spend on Suppliers Who Self-Identified as Indigenous[(1)]

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

Community Investment and Sponsorships Focused on Indigenous Peoples

We continued to support the efforts of Indigenous Peoples through our Community Investment Program, working to foster an inclusive and supportive workplace for Indigenous employees, and through increasing our spend on Indigenous procurement.

In 2024, Teck allocated $10.5 million via 171 organizations to projects that support Indigenous Peoples, compared to $6 million in 2023. This included contributions to organizations that advance Reconciliation, such as partnerships with the UN Women Originarias programme, Moose Hide Campaign Development and the B.C. Elders Gathering. In 2024, Teck was also a sponsor and supporter of several Indigenous-led events and initiatives:

- Indian Residential School Survivors Society's programming and 30th Anniversary Gala, recognizing three decades of support for residential school survivors and families
- *Bears' Lair* TV show, Season 2, showcasing Indigenous entrepreneurs, in support of advancing economic Reconciliation
- The First Nations Major Projects Coalition's Our Collective Advantage: Indigenous Consent conference, featuring dialogue on harnessing pathways to Reconciliation and Indigenous inclusion in the economy

Teck continues to advance relationships with partners in support of Indigenous-led initiatives and priorities.

[10] NANA Regional Corporation (NANA) is a for-profit Alaska Native Corporation (ANC) formed as a result of the *Alaska Native Claims Settlement Act* (ANCSA), passed by Congress in 1971. NANA is owned by the more than 15,000 Iñupiaq shareholders, or their descendants, who live in or have roots in Northwest Alaska. The NANA region, located largely above the Arctic Circle, encompasses 38,000 square miles and includes 11 communities. NANA owns both the surface and subsurface rights to the Red Dog Mine, which is located within this region.

ENGAGEMENT WITH INDIGENOUS PEOPLES IN 2024

Table 1: Selected Engagement Activities with Indigenous Peoples in 2024

SITE	SELECTED ENGAGEMENT ACTIVITIES
Highland Valley Copper Operations and HVC Mine Life Extension Project	The main engagement topics and activities in 2024 related to HVC's Mine Life Extension application with Citxw Nlaka'pamux Assembly (CNA), Lower Nicola Indian Band (LNIB), Nlaka'pamux Nation Tribal Council (NNTC), Stk'emlupsemc te Secwepemc Nation (SSN), Kanaka Bar Indian Band and Bonaparte First Nation. The environmental assessment process for Teck's HVC Mine Life Extension project took an approach of meaningful engagement and collaboration with Indigenous governments and organizations that aligns with the preferences of each. This included several Indigenous-led environmental assessments, and the CNA wove nłe?képmx knowledge, ways of knowing and world views directly into the environmental assessment package in a manner that is respectful of CNA's confidentiality, preferences and protocols. This work was done to seek to ensure equal weighting of nłe?képmx knowledge and western insights in the environmental assessment. In 2024, HVC submitted the revised Single Application Package, which informed the Indigenous-led Impact Assessments. Additional notable engagement topics and activities with Indigenous Peoples in 2024 included hosting HVC Mine Life Extension (MLE) Open Houses with eight communities and attending the CNA's Community Working Group (CWG) meetings to provide information about the water needs for HVC MLE. The HVC Indigenous Council also presented at a CNA CWG meeting. HVC also attended the CNA's CWG meetings, including a presentation by the HVC Indigenous Council to provide information about the water needs for HVC MLE. Community activities included hosting a mine site tour and participating in and attending events, including the grand opening of the Skeetchestn Indian Band community school stables, the Nicola Lake Canoe Pull, and the Missing and Murdered Indigenous Women and Girls Walk at Lower Nicola Indian Band. HVC's archaeology permit holders also brought artifacts to community events for viewing and were able to answer questions about the Cultural Heritage Program.
Quebrada Blanca Operations	Quebrada Blanca currently engages with 18 Indigenous communities and has implemented 30 active working groups with Indigenous communities to address commitments within the framework of the Environmental Qualification Resolutions, cooperation agreements and requests from involved parties. In 2024, 110 working meetings were held as part of these active working groups. Through the Alconcha Environmental Impact Assessment (EIA), agreements were reached with the Puquios Community, Koska, Sueño Hecho Realidad, and Ollagüe communities. QB participated in workshops regarding cultural and natural heritage, in alignment with measures presented to the Chilean Environmental Assessment Service (SEA). QB is currently collaborating with communities to develop a conservation area in the Salar de Alconcha, a unique and valuable salt flat ecosystem near Quebrada Blanca Operations, which will simultaneously protect and preserve local communities' right to water. An ongoing partnership with UN Women is in place to empower and support Indigenous women and their economic participation.

ENGAGEMENT WITH INDIGENOUS PEOPLES IN 2024 (continued)

Table 1: Selected Engagement Activities with Indigenous Peoples in 2024 (continued)

SITE	SELECTED ENGAGEMENT ACTIVITIES
Red Dog Operations	Key engagement activities focused on several projects, including the 404 Permit for the exploration access road, the Aktigiruk project, the Aqqaluk Pit 404 Permit Renewal and the updated dam breach assessment for the tailings storage facility. These activities were conducted with NANA and with Kivalina and Noatak, the two closest communities to the mine. The engagement also included a structured decision-making workshop with Kivalina to identify a new community water source as well as discussions on the Resource Conservation Action Penalty, primarily with Kivalina and Noatak. Additional engagement topics included water management efforts and closure planning with NANA, Kivalina, Noatak and the Red Dog Subsistence Committee. Human Resources also engaged on employment and development opportunities through outreach events that included nine out of the 11 villages in the Northwest Alaska region (also known as the NANA region[11]) and four communities outside the region, and continued engagement through the Red Dog Employment and Training Committee.
Trail Operations	Engaged in the Cascade Project (CO_2 Sequestration Project) ahead of drilling activity, including attending an archeological sampling of the drilling test with representatives from the Sinixt Confederacy, Okanagan Nation Alliance and Splatsin First Nation. Also engaged and shared information on Trail's Wide Area Remediation Plan, wildfire risk mitigation activities, the racer project, and business development opportunities. Supported and participated in community-led initiatives, including financially supporting eight organizations' community activities in honour of Orange Shirt Day and National Day for Truth and Reconciliation and attending a Métis flag raising and local Indigenous Peoples Day events.
Schaft Creek Project	Continued engagement with the Tahltan Central Government, including collaboration on local hiring and service provisions for the 2024 field program with the Tahltan Director of Employment, and on project permitting with the Tahltan Lands Director. Other engagement topics included incorporating Indigenous Knowledge and Indigenous priorities in site environmental projects and programs, procurement opportunities, implementation of agreements, cultural heritage programming, and wildfire management in the project area. Indigenous input was also provided on a new Notice of Work Application for a Multi-Year Based permit. Hosted a visit to Schaft Creek camp for Tahltan Exploration Program in conjunction with Tahltan Director of Education and supported and attended various community events including hockey tournaments and literacy camps.
NewRange Project	Delivered monthly reports to three local tribes in the 1854 Treaty Area (Fond du Lac, Bois Forte, Grand Portage) that included updates on upcoming meetings, studies and other activities, and invited 12 tribes to receive updates on field activities and schedule at Mesaba. Engagement topics also included tribal observers on-site, the Wildfire Survey workplan for Mesaba, an amendment to dam safety permit, a Biodiversity Management Plan for NorthMet and waste rock characterization.
Legacy sites	Engagement has continued with communities, government agencies and Indigenous Peoples at legacy properties. The focus has been on post-closure stewardship activities, including environmental monitoring programs, tailings and water management, emergency management, ongoing risk reduction efforts and community investments.
Exploration	Engagement with Indigenous Peoples was maintained across all active projects in the countries where Teck explores, fulfilling established commitments and successfully implementing signed agreements. Local Indigenous communities in Canada, Chile, Peru and Australia were engaged in exploration programs through the hiring of local people and services, technical training, participation in environmental monitoring, and the development of early community engagement processes based on dialogue and joint information gathering. Exploration also continues to work with and maintain agreements with local non-Indigenous communities across all global active projects.

[11] The NANA region refers to the geographic area in Northwest Alaska represented by NANA Regional Corporation, an Alaska Native Corporation (ANC).

HEALTH AND SAFETY

2024 HIGHLIGHTS

89% of supervisors and managers (809 individuals) at our assets completed mental health first aid training to better support our workers

756 new workers participated in our foundational Courageous Safety Leadership introduction program, and more than 2,600 existing workers participated in a refresher program

Sharpened our focus on eliminating serious injury, illness and fatality with revisions to our High-Potential Risk Control standards and control verifications

GRI INDICATORS

2-23, 2-24, 3-3, 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 14.16.1, 14.16.2, 14.16.3, 14.16.4, 14.16.5, 14.16.6, 14.16.7, 14.16.8, 14.16.9, 14.16.10, 14.16.11. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our employees, contractors and regulators.

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.

SCOPE

Data in this chapter is stated for Teck's metals assets only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled assets, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Employee at Quebrada Blanca Operations, Chile.

Performance Metrics[1],[2],[3]

Indicator: Work-Related Fatal Injuries
Target: Zero fatalities

2024:	0
2023:	1
2022:	0

Indicator: Lost-Time Disabling Injury Frequency
Target: Year-over-year reduction

2024:	84% increase
2023:	No change
2022:	5% reduction

Indicator: Total Recordable Injury Frequency
Target: Year-over-year reduction

2024:	44% increase
2023:	15% increase
2022:	5% reduction

Indicator: High-Potential Incident Frequency
Target: Year-over-year improvement

2024:	33% increase
2023:	50% increase
2022:	14% reduction

Indicator: Vehicle High-Potential Incident Frequency
Target: Year-over-year improvement

2024:	No change
2023:	100% increase
2022:	67% reduction

OUR 2024 HEALTH AND SAFETY PERFORMANCE

Our Targets and Commitments Health and safety is a core value at Teck; nothing is more important than the health and safety of our people. Teck has in place a set of standards, policy guidelines, operating procedures, programs and systems that describe accountabilities, controls and other requirements for managing health and safety risks. These apply to all Teck-controlled assets (excluding projects or operations in which Teck has an ownership interest but does not have operational control), including 100% of employees and contractors. The following table summarizes our performance against our sustainability strategy and goals for health and safety.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
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.	Released updated High-Potential Risk Control (HPRC) standards. All assets across the enterprise completed gap assessments against the revised HPRC to determine future focus for reducing serious injury and fatalities. Refreshed critical control content and released associated verification processes were released to enable workers and supervisors to support proactive monitoring of our most important controls in the field.
Goal: By the end of 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.	Real-time particulate monitoring technology has been adopted by three of our operational sites: Trail, Highland Valley Copper and Red Dog. Data is being utilized to inform and assess the effectiveness of exposure reduction initiatives and to identify areas where further improvements are needed. Carmen de Andacollo (CdA) has planned the installation of real-time particulate monitoring technology in 2025. QB will identify the areas where this technology is needed to facilitate implementation for 2026.

(1) All indicators include employees and contractors. Performance Metrics are related to performance of Teck-controlled assets and do not include joint ventures where Teck does not have operational control.
(2) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(3) Teck's total work hours reduced significantly (43%) between 2023 and 2024 following the completion of Quebrada Blanca Phase 2 in 2023. The significant decrease in total work hours in 2024 has impacted year-on-year comparisons.

BUILDING A POSITIVE CULTURE OF HEALTH AND SAFETY

Context

Health and safety includes three areas of activity:

- Safety and the elimination of serious injury, illness and fatality
- Occupational health and hygiene
- Psychological safety, mental health and well-being

To support these areas, Teck has identified five key strategic objectives: risk management, fostering a learning organization, promoting a culture of health and safety, building communities of practice, and enhancing governance and reporting. These objectives are intended to drive continual improvement, supporting our vision of everyone going home safe and healthy every day. Teck and other member companies of the International Council on Mining and Metals (ICMM) collectively set the goal of achieving zero fatalities, and we are implementing measures to reduce injuries.

While no fatalities occurred at Teck-controlled sites in 2024, it is with deep regret that we report a fatality at the Antamina mine, our joint venture with BHP, Glencore and Mitsubishi. We worked closely with our joint venture partners to conduct a thorough investigation, which resulted in several learnings to help prevent a future incident.

Courageous Safety Leadership Program

Courageous Safety Leadership (CSL) — Teck's cornerstone behavioural safety program — focuses on exploring values, beliefs and attitudes towards health and safety, and asks individuals to set personal commitments to work in a healthy and safe manner. The program launched in 2009 and seeks to empower every employee to be a leader in health and safety and to play an active role in their own health and safety, as well as in the health and safety of others. 756 new employees participated in Introduction to CSL this year.

We are continuing to evolve this program as Teck evolves. In 2024, we deployed our new CSL5 program. This program brings our people together to reflect on progress made, positive impacts and the power of collective effort to reach our goals. In 2024, more than 2,600 individuals participated in this program.

Building a Learning Organization

Teck is advancing health and safety learning by improving efficient and timely methods of communication, refining our processes, evaluating and implementing new technologies where feasible, and fostering an environment where every employee is empowered to learn from our incidents and to contribute to safety improvements.

At an industry level, Teck leadership has helped support the ICMM to advance its work in psychological safety and creating a culture of safety.

To foster worker involvement and consultation and to build open communication, strong relationships, and effective issue resolution, our operations convene health and safety forums and committees, providing opportunities for employees to report and resolve workplace hazards. There are also enterprise-wide communities of practice in areas like safety, occupational health, occupational hygiene and well-being. 100% of Teck-controlled assets have functioning joint employer-union occupational health and safety programs.

High-Potential Risk Control

As of the end of 2024, all operations met their High-Potential Risk Control (HPRC) targets for conducting high-potential risk assessments and effectiveness reviews, including completion of an HPRC gap analysis of compliance. In 2025, sites will create a multi-year plan to improve their compliance.

We also continued implementation of our critical control verifications (CCV), in line with our HPRC strategy, to allow us to monitor the appropriateness and effectiveness of critical controls. In 2024, over 19,000 CCVs were performed across the company, with a renewed focus on quality during these important field-based activities.

In addition to the overarching HPRC strategy, Teck advanced our Vehicle Safety Strategy to work towards eliminating high potential vehicle-related incidents, which have historically represented Teck's largest category of high-potential incidents. Teck introduced a new Road Environment HPRC Standard, supported by guidelines for road design and traffic management. Site implementation is ongoing, improving standardized controls across the business. In 2024, while the number of vehicle-related HPIs reduced, there was no change in our vehicle high-potential incident rate compared to 2023. For more details on high-potential risk control, see the Health and Safety section of Teck's Management Approach to Sustainability.

SAFETY PERFORMANCE

In 2024, we saw a decrease in our overall high-potential incidents compared to the most recent two years, as well as a decrease in severe incidents (fatalities, potentially fatal occurrences and serious high-potential incidents). However, our combined High-Potential Incident Frequency increased from 2023. While we continue to face safety challenges, we remain vigilant as we work to reach our ultimate goal of everyone going home safe and healthy every day.

In 2024, our Total Recordable Injury Frequency (TRIF) was 44% higher than in 2023 and our Lost-Time Disabling Injury Frequency increased year over year by 84% for Teck-controlled sites. Teck's total work hours reduced significantly (43%) between 2023 and 2024 following the completion of Quebrada Blanca Phase 2 in 2023. The significant decrease in total work hours in 2024 has impacted year-on-year comparisons.

Table 2: Health and Safety Performance[(1),(2),(3),(4),(5),(6)]

	2024	2023	2022	2021
Total Recordable Injury Frequency	**0.65**	0.45	0.38	0.41
Lost-Time Injuries	**53**	43	57	52
Lost-Time Injury Frequency	**0.31**	0.14	0.15	0.17
Disabling Injury Frequency	**0.04**	0.04	0.03	0.04
Lost-Time Disabling Injury Frequency	**0.35**	0.19	0.19	0.20
Lost-Time Injury Severity	**20.56**	33.82[(7)]	7.65	25.78
Number of Fatalities	**0**[(8)]	1	0	1
Fatality Rate	**0.00**	0.003	0.00	0.003

(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Safety statistics in Table 2 include both employees and contractors at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices). 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) 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.
(4) 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.
(5) A fatality is defined as a work-related injury that results in the loss of life. This table doesn't include deaths from occupational disease or illness.
(6) 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.
(7) In 2023, the increase in severity is, in part, a consequence of having no fatalities in 2022 versus one fatality in 2023. Each fatality results in counting 6,000 lost days.
(8) In 2024, there was a fatality at Antamina mine, our joint venture with BHP, Glencore and Mitsubishi. See Antamina's sustainability report for further information.

High-Potential Incidents

High-Potential Incidents (HPIs) are incidents that have a reasonable likelihood to have caused a serious life altering or fatal injury.[12] In 2024, our combined HPI frequency was 33% higher than 2023.

There were 20 HPIs reported in 2024, compared to 28 in 2023. One Potentially Fatal Occurrence (PFO)[13] was reported across Teck-controlled locations. We investigate potentially fatal occurrences to the same standard as fatalities. With the involvement of corporate health and safety leadership, an investigation was undertaken with site experts to determine the contributing factors of the incident. Recommendations and actions were shared with all of our business units. In addition, during 2024, all HPIs were thoroughly investigated to identify corrective actions to minimize the potential for reoccurrence. This process also includes active management review for every HPI.

Table 3: High-Potential Incident Performance[(1),(2),(3)]

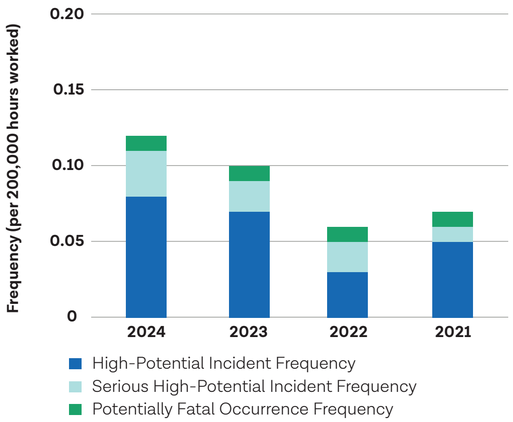
	2024	2023	2022	2021
High-Potential Incidents	**14**	20	13	16
High-Potential Incident Frequency	**0.08**	0.07	0.03	0.05
Serious High Potential Incidents	**5**	6	6	4
Serious High-Potential Incident Frequency	**0.03**	0.02	0.02	0.01
Potentially Fatal Occurrences	**1**	2	2	2
Potentially Fatal Occurrence Frequency	**0.01**	0.01	0.01	0.01
Total Incidents	**20**	28	21	22
Total Frequency	**0.12**	0.09	0.06	0.07

(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Safety statistics in Table 3 and Figure 3 include both employees and contractors at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices).
(3) Frequency indicators in Table 3 and Figure 3 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. Rounding of the individual numbers may cause a discrepancy in the total value.

[12] Teck uses an HPI Classification Model to assess and determine HPIs, including Serious HPIs and PFOs.
[13] A PFO is an undesired high-potential occurrence with the reasonable likelihood to have, under slightly different circumstances, resulted in a fatal injury to an employee or contractor.

SAFETY PERFORMANCE (continued)

Figure 3: High-Potential Incident Frequency[1],[2],[3]



(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Safety statistics in Table 3 and Figure 3 include both employees and contractors at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices).
(3) Frequency indicators in Table 3 and Figure 3 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. Rounding of the individual numbers may cause a discrepancy in the total value.

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.

Table 4: Process Safety Events[1],[2],[3]

	2024	2023	2022	2021
Process-Related HPIs	**2**	3	1	0
Frequency (per 1,000,000 hours)	**0.01**	0.01	0.003	0.00

(1) Teck-controlled refers to situations where Teck has the ability to exert decision-making authority over an activity or location.
(2) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(3) Safety statistics in Table 4 include both employees and contractors at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices).

OCCUPATIONAL HEALTH

In 2024, we finalized the Occupational Health Standard that captures the breadth of occupational health from pre-employment to departure from the organization. In 2025, sites are expected to complete a gap assessment against the standard. All our operations have annual Occupational Health Improvement Plans in place; these encompass a broad range of initiatives to improve occupational health management at our sites including participation targets for medical assessment programs. Occupational health improvement initiatives in 2024 at certain locations included, but were not limited to:

- Nutrition and well-being counselling at Carmen de Andacollo (CdA)
- Deployment of fatigue management technology at CdA
- Workplace ergonomics assessments and training at CdA and Red Dog Operations (RDO)
- Vaccination campaigns at various locations
- Facilitate participation in medical assessment programs through implementation of on-site lung function testing and chest X-rays at RDO and HVC
- Accreditation of biologics laboratory at Trail Operations
- Introduction of ergonomics program to reduce repetitive strain injury and musculoskeletal injury at Trail Operations

Our medical assessment programs continued across our operations in 2024. These programs screen at-risk individuals for the development of physical illness due to certain workplace exposures. In 2024, sites in jurisdictions where participation is optional continued engaging in a broad range of educational programs and other initiatives to support employee participation.

Occupational Hygiene

Our occupational hygiene strategy has a three-year plan focused on continual improvement of our operational occupational hygiene programs, improved software applications and improved use of technology to support our operational occupational hygiene teams.

All our operations develop and implement annual exposure reduction plans. These plans focus on identifying and implementing engineering controls to eliminate or reduce our highest risk occupational exposures, enabling a safer and healthier work environment. In 2024, exposure reduction initiatives at certain locations included, but were not limited to:

- Engineering, design and trialling customized dust collection systems for conveyors at Red Dog Operations
- Upgrades to existing dust collection systems at Highland Valley Copper Operations
- Installation of systems to improve air quality and positive pressurization of heavy equipment cabs at Red Dog and Highland Valley Copper operations
- Installation of real-time particulate monitoring systems at Red Dog and Trail operations
- Installation of dust removal booths at Highland Valley Copper and Carmen de Andacollo operations
- Improvements in ventilation of operator control rooms at Carmen de Andacollo Operations
- Trialling new dust suppressant materials on roads and tailings facilities at Highland Valley Copper Operations
- Trialling of noise reduction technology in heavy equipment cabs at Carmen de Andacollo Operations
- Trialling new radio communication technology at Trail Operations aimed at minimizing interference with respiratory protective equipment use and enhancing communication

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 5. 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 reflects the potentially long latency period associated with the development of occupational disease.

OCCUPATIONAL HEALTH (continued)

Table 5: Occupational Disease Cases[1],[2],[3],[4]

DISEASE CATEGORY	2024	2023	2022	2021
Respiratory Disorders	**0**	1	0	2
Hearing Loss	**1**	2	0	2
Musculoskeletal Disorders	**7**	2	3	4
Cancer	**0**	0	0	0
Other Medical Disorders	**3**	4	3	2
Total	**11**	9	6	10

(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Occupational disease data is collected from our insurance providers. Data includes employees at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices). Data is based on accepted claims over the past four years and is for employees only; contractor data is not included. Data may be under-reported due to data availability constraints at some offices and legacy properties.
(3) An occupational disease is 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).
(4) Starting in 2024, we are no longer reporting a breakdown of the number of occupational disease cases by gender. After careful review, we determined that this level of detail did not provide additional insights or actionable benefits for improving workplace health and safety outcomes. By simplifying this aspect of our reporting, we aim to focus on metrics that are more impactful in driving meaningful improvements across all employee groups.

Table 6: Occupational Disease Rate[1],[2],[3]

	2024	2023	2022	2021
Total Occupational Disease Rate (per 200,000 hours)	**0.16**	0.16	0.05	0.20
Total Occupational Disease Rate (per 1,000,000 hours)	**0.82**	0.79	0.27	0.99

(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Occupational disease data is collected from our insurance providers. Data includes employees at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices). Data is based on accepted claims over the past four years and is for employees only; contractor data is not included. Data may be under-reported due to data availability constraints at some offices and legacy properties.
(3) An occupational disease is 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).

Occupational Disease Fatalities

Based on accepted workers' compensation claims and safety reporting from each jurisdiction in which we work, Teck is in some cases able to identify where long-term occupational diseases have contributed to fatalities. Common industry practice is to report on fatalities related to occupational diseases among current employees. However, due to the potentially long-term nature of occupational diseases, Teck reports on all identified incidences of fatalities confirmed to be related to these conditions. This includes former employees, regardless of the length of time since the end of employment at Teck. In 2024, we identified one occupational disease fatality. The individual, who was employed at a Teck-controlled asset from 1966 until retirement in 2002, had a workers' compensation claim for mesothelioma accepted in 2023, and passed away in 2024.

We recognize that, even with this industry-leading practice, there are limitations to this approach. Using claims approved by workers' compensation providers as the basis for these values may lead to under-reporting of occupational disease incidence. This is because most occupational diseases are captured by publicly funded or other medical systems, with little to no opportunity to identify the root causes of occupational disease. This can be due to challenges with latency, lack of association between the exposure and the disease, the multifactorial nature of occupational diseases, and limited medical surveillance.

Table 7: Occupational Disease Fatalities[1],[2],[3]

	2024	2023	2022
Occupational Disease Fatalities	**1[4]**	0	0

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Data in this table includes instances in which we are able to identify where long-term occupational diseases have contributed to fatalities based on occupational disease data collected from our insurance providers. Data includes employees at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices). Data is based on accepted claims over the past four years and is for employees only; contractor data is not included.
(3) An occupational disease is 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).
(4) In 2024, we identified one occupational disease fatality. The individual, who was employed at a Teck-controlled asset from 1966 until retirement in 2002, had a workers' compensation claim for mesothelioma accepted in 2023, and passed away in 2024.

PSYCHOLOGICAL SAFETY, MENTAL HEALTH AND WELL-BEING

At Teck, we define health as the state of physical, mental and social well-being, not merely the absence of injury, infirmity or disease. Therefore, psychological safety and mental health are components of our goal of everyone going home safe and healthy every day.

Our Employee and Family Assistance Program provides mental health support and work/life services for employees and their families. These services include free access to mental health professionals for both in-person and virtual counselling for short-term needs; providing support for stress arising from grief and loss, crisis situations, relationship and family issues, and workplace challenges; nutrition-related services; and services for financial and legal advice. In addition, various health and wellness initiatives, including mental health awareness training and access to telehealth services, have been implemented at various Teck sites. At the site level, mental health and well-being initiatives may include mental health first aid, education programs, on-site counsellors, regular newsletters and the establishment of resource hubs to access online and local resources. In 2024, the internal website was redesigned to add additional supports and resources, as well as to make accessing those resources more prominent and efficient. There was also an enterprise-wide education campaign on mental health and addiction in the spring, with another campaign in the fall on financial well-being.

Due to the rapidly evolving global landscape regarding psychological health and safety requirements in the workplace, and the growing recognition of the need for regulations across various regions, we are in the process of developing a Psychological Health and Safety Standard that establishes the minimum requirements for a comprehensive framework. The standard is expected to be released in early 2025. This standard will encompass key aspects such as psychosocial hazard identification, risk assessment and control, and awareness campaigns and education opportunities for promoting and explaining key concepts surrounding workplace psychosocial hazards.

To equip our leaders to support their employees, in 2024 we began rolling out mental health first aid training for front-line leaders across Teck's operations. In 2024, over 800 of the front-line leaders received this training, achieving 89% of the target in the first year. Next year, the program will mature into a sustainment phase, enabling new and remaining front-line leaders to receive this important training.

For more information on supporting mental well-being at Teck and other employee well-being initiatives, see the Our People and Culture section of Teck's Management Approach to Sustainability.

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 ICMM, the Earth Moving Equipment Safety Round Table (EMESRT), the National Transport Research Organisation (NTRO) and the Mining Association of Canada (MAC).

CLIMATE CHANGE

2024 HIGHLIGHTS

- Published the Teck Climate Change and Nature 2024 Report aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and Taskforce on Nature-related Financial Disclosures (TNFD) recommendations
- Successfully integrated significant quantities of renewable diesel at Highland Valley Copper Operations, supporting significant emissions reduction
- In collaboration with Tahltan Nation Development Corp. (TNDC) and Solvest, installed solar power at the Schaft Creek project to reduce diesel consumption and carbon emissions

GRI INDICATORS

2-23, 2-24, 3-3, 201-2, 302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 14.1.2, 14.1.3, 14.1.4, 14.1.5, 14.1.6, 14.1.7, 14.1.8, 14.1.9, 14.2.2. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority 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 (GHG) emissions and energy use, including relevant policies, management practices and systems, is available for download on our website.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Solar panels at the reclaimed Sullivan Mine legacy site, Canada.

IMPACT OF THE SALE OF TECK'S STEELMAKING COAL OPERATIONS

2024 marked a transformative year for Teck, with the sale of our steelmaking coal operations allowing us to focus entirely on producing the metals that are essential for global development and the energy transition, particularly copper and zinc. Our strategy seeks to capitalize on the outlook for the strong demand for metals in the energy transition by increasing our market share in copper while maintaining our globally significant position in zinc.

Following the sale, the change in portfolio has resulted in a 60% change in our Scope 1 and 2 emissions[14] and a 96% change in our Scope 3 emissions[15] calculated in accordance with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard (the GHG Protocol, and Technical Guidance for Calculating Scope 3 Emissions).

Following the sale of our steelmaking coal operations, we have restated our emissions baseline — the 2020 carbon intensity value used as the baseline against which our 2030 goal of reducing our Scope 1 and 2 carbon intensity by 33% is measured — to reflect the appropriate scope of operations and emissions within our portfolio. This restatement was achieved by removing steelmaking coal production and emissions from the 2020 baseline while maintaining the same scope of emissions and production from our metal operations in 2020. This approach to re-baselining is in line with the GHG Protocol's A Corporate Accounting and Reporting Standard and resulted in a lower 2030 carbon intensity target.

Figure 4: Carbon Intensity Profile (t CO_2e/t CuEq)

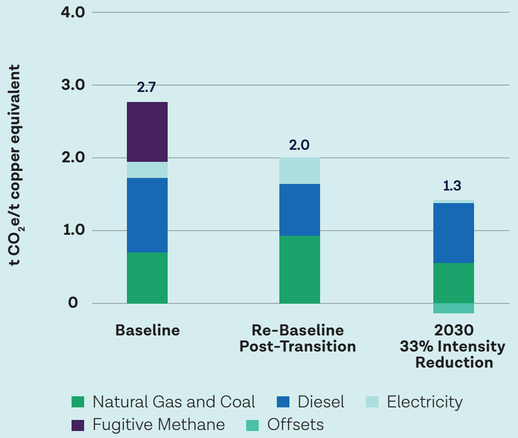


Table 8: Impact of the Sale of Teck's Steelmaking Coal Operations on Our Scope 1, 2 and 3 Emissions

	TECK RESOURCES WITH STEELMAKING COAL	TECK RESOURCES WITHOUT STEELMAKING COAL
Scope 1 & 2 (kt CO_2e) in 2023[14]	3,650	1,471
Scope 3 (kt CO_2e) in 2022[15]	69,423	2,490

Methodology

The quantification methodology for our Scope 1 and Scope 2 emissions is aligned with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. The approach and methodology for the development of our Scope 3 emissions footprint is aligned with the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard and the Technical Guidance for Calculating Scope 3 Emissions.

[14] Scope 1 and 2 comparisons are based on 2023 data as it reflects Teck's last full calendar year ownership of the steelmaking coal operations. Scope 2 emissions presented here using market-based Scope 2 accounting.
[15] Scope 3 comparisons are based on 2022 data due to data availability with and without steelmaking coal. See our 2022 Scope 1, 2 and 3 Emissions Methodology Report for more information.

Performance Metrics[1]

Indicator: Absolute Scope 1 and Scope 2 GHG emissions[2],[3],[4],[5]

2024:	1,683 kt CO_2e
2023:	1,471 kt CO_2e
2022:	878 kt CO_2e

Indicator: GHG/t copper equivalent[6]

2024:	2.5 t CO_2e/t Cu Eq
2023:	2.7 t CO_2e/t Cu Eq
2022:	1.8 t CO_2e/t Cu Eq

Indicator: Energy use from renewable sources[7]

2024:	49%
2023:	43%
2022:	46%

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) See page 31 for definitions of Scope 1 and Scope 2 emissions.
(3) Carbon dioxide equivalent values calculated using Intergovernmental Panel on Climate Change's Fifth Assessment Report (AR5) Global Warming Potential (GWP) factors.
(4) The Scope 2 GHG emissions in this total are market-based.
(5) GHG Emissions totals do not include emissions from biogenic sources.
(6) 2022-2024 performance values were determined by using average commodity prices from 2018 to 2020 to convert to copper equivalent. This approach is taken to allow for consistent evaluation against our performance in 2020, the baseline year for our carbon intensity target.
(7) Energy use from renewable sources includes renewable electricity and renewable fuels.

OUR 2024 CLIMATE CHANGE PERFORMANCE

Our Targets and Commitments Teck has adopted a Climate Change Policy. The following table summarizes our performance against our new sustainability strategy and goals for climate change.

SUSTAINABILITY STRATEGY GOALS[1],[2]	SUMMARY OF PROGRESS IN 2024
Strategic Priority: Achieve net-zero Scope 1 and 2 emissions across our operations by the end of 2050	
Goal: Reduce the carbon intensity of our operations by 33% by the end of 2030.	Increased consumption of renewable diesel at Highland Valley Copper Operations.
Goal: Achieve net-zero Scope 2 emissions by the end of 2025.	Delivery of renewable electricity at QB is on track for late 2025.
Strategic Priority: Ambition[3] to achieve net-zero Scope 3 emissions by the end of 2050	
Goal: Partner with our customers and transportation providers to establish low-emissions supply chain corridors for the transportation of products and support a 40% reduction in shipping emission intensity by the end of 2030 for shipping we contract.	Founding member of the North Pacific Green Corridor Consortium.

(1) Teck previously had an additional goal to accelerate the adoption of zero-emissions alternatives for transportation by displacing the equivalent of 1,000 internal combustion engine (ICE) vehicles by 2025. Achieving this goal would have equated to a 5,000 tonne CO_2e reduction in emissions. The original focus of this goal was to take action across Teck's operations, which included steelmaking coal operations at the time it was set. Although significant progress was made, in particular at our steelmaking coal operations, given the change in Teck's emissions profile and our current approach to reducing emissions in our mobile fleet with the use of renewable fuels, in part influenced by the technological and commercial limitations to the development of zero-emissions alternatives, Teck is no longer pursuing this goal. While we have cancelled this goal, we have been able to achieve significant reductions in our mobile fleet through the adoption of renewable diesel, as outlined further in this chapter.
(2) Teck previously had an additional goal to support partners in advancing GHG reduction solutions capable of reducing the global carbon intensity of steelmaking by 30% by 2030. This goal, which was set when Teck's operations included steelmaking coal operations, is no longer applicable to Teck's business.
(3) An ambition is a commitment made by Teck, supported with actions, to achieve an outcome where there is no current pathway and where Teck's ability to achieve the outcome is subject to assumptions, uncertainties and limiting factors. Since Scope 3 emissions are those that occur within our supply chain, their management is outside of Teck's direct control, limiting our ability to manage them. Across our Scope 3 emissions, advancements in technology and the commercial viability of low- or no- carbon solutions will be required to achieve net-zero emissions. We intend to continue to monitor our ability to achieve progress towards this ambition as the situation evolves.

Following the sale of our steelmaking coal operations, we have maintained the same goals we held prior to the sale, with the exception of the Scope 3 goal focused on steelmaking and the goal to displace the equivalent of 1,000 internal combustion engine vehicles by 2025. We have subsequently restated our emissions baseline to reflect the appropriate scope of operations and emissions within our portfolio, and to maintain the credibility of our goals. This approach to re-baselining is in line with the GHG Protocol's A Corporate Accounting and Reporting Standard. See Teck's Climate Change and Nature 2024 Report for more information.

Context

Teck is aiming to assist in addressing the challenges posed by climate change by supplying critical metals and minerals essential for low-carbon technologies, advancing our pathway to net-zero and adapting to climate impacts.

TECK'S CLIMATE STRATEGY FRAMEWORK

Figure 5: Teck's Four-Pillar Climate Strategy Framework

POSITIONING TECK FOR A LOW-CARBON ECONOMY

- Producing metals and minerals required for the transition to a low-carbon economy
- Focusing our portfolio on the metals needed for the energy transition
- Carbon-competitive operations(1)

REDUCING OUR CARBON FOOTPRINT

Long-term targets:

- Target for net-zero Scope 1 and 2 emissions by 2050
- Reduce Scope 1 and 2 carbon intensity of operations by 33% by 2030
- Target for net-zero Scope 2 emissions by 2025
- Ambition for net-zero Scope 3 emissions by 2050

CLIMATE ADVOCACY AND GOVERNANCE

- We support broad-based, effective carbon pricing
- Best method to encourage global action on climate change
- Work with associations / government on policy solutions to limit climate change to 1.5°C

CLIMATE RESILIENCY

- Increase resilience of operations
- Incorporate climate scenarios into project design and mine closure planning

(1) When compared on a company-by-company basis using analysis from Skarn Associates for the carbon performance of the market in 2022, Teck's aggregated copper mining operations rank in the 36th percentile for Scope 1 and 2 carbon intensity when compared to other producers of concentrate, Teck's aggregated zinc mining operations rank in the 20th percentile for Scope 1 and 2 carbon intensity, and Teck's zinc smelting assets ranks in the top decile for Scope 1 and 2 emissions identified.

We identify and evaluate climate-related risks and establish management actions to minimize risks and maximize opportunities. To manage such risks and opportunities, we use a four-pillar framework to guide our strategy.

To achieve our ambition of net-zero emissions across our operations by 2050, we have set out an initial roadmap — with corresponding 2025 and 2030 goals — with a hierarchy of first avoiding emissions altogether where possible or, if not possible, 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. See the Potential Pathway to Our 2030 Operations Goal on page 30 and Supporting Emissions Reductions in Our Value Chain on page 32 for more details.

CLIMATE CHANGE MITIGATION: GREENHOUSE GAS EMISSIONS REDUCTION AND DECARBONIZATION

Teck's Roadmap to Net-Zero Scope 1 and 2 Emissions

For Teck's Scope 1 and 2 emissions, three major sources of emissions present opportunities for decarbonization: power supply, mobile equipment, and stationary combustion and process emissions. To decarbonize these emission sources and ultimately achieve our goals, we are prioritizing activities to deliver cost-competitive reductions. We are evaluating existing solutions and monitoring emerging technologies to determine their viability for Teck's operations.

In Chile, our long-term clean power purchase agreement (PPA) with AES Corporation aims to achieve 100% renewable energy at the expanded QB Operations starting in 2025. In 2024, there was an increase in Scope 2 emissions at QB as it ramped up operation. Reaching full renewable power for QB will enable us to achieve our goal of net-zero Scope 2 emissions by 2025.

On mobile equipment emissions, in 2024, we continued to advance projects to assess multiple decarbonization technologies, including consideration of mature technologies and low-carbon fuels, such as renewable diesel, as discussed further below.

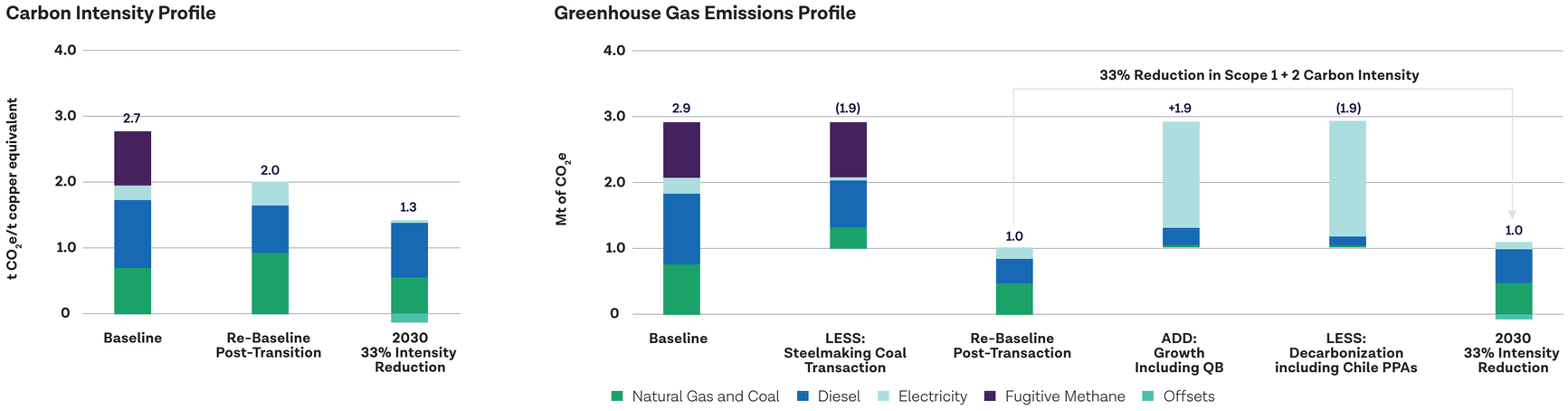
On process emissions, the carbon capture pilot project at our Trail Operations' metallurgical complex began operation in December 2023 and continued testing through 2024. The pilot plant successfully separated CO_2 from flue gas at Trail Operations at a rate of 1 tonne per day. We also evaluated options for local geological storage of the captured CO_2 in the Trail area. Teck is also advancing preliminary front-end engineering design (pre-FEED) studies on electrification and low-carbon fuels as alternatives to, or complementary to, carbon capture and storage.

Achieving Net-Zero Scope 2 Emissions by the End of 2025

In 2022, Teck set a goal to achieve net-zero Scope 2 emissions by the end of 2025. This goal was designed to incentivize Teck to pursue GHG reductions in one of the most commercially and financially viable decarbonization manners available to our industry. At the time, the most material source of potential Scope 2 emissions for our business was associated with our existing and future electricity supply in Chile. By setting this goal, we were incentivized to transition our electricity supply towards renewable sources of electricity. Given that such a transition would take time, the Scope 2 goal targeted the end of 2025. This commitment does not imply or require that the entirety of our 2025 Scope 2 emissions be offset; instead, it means that by the end of the calendar year, once actions like our PPAs are in place, we will have minimized our emissions. At this time, we anticipate that we will achieve our goal in Q4 2025, when we will operate at net-zero Scope 2 emissions.

This Scope 2 goal was set as a net-zero goal, as some of the electricity we source is supplied to us from the regional grid in British Columbia and it includes some electricity generation sources that contain GHG emissions. Using location-based GHG accounting for the Scope 2 emissions at our B.C. operations results in some GHG emissions that we cannot further reduce and will therefore use offsets to achieve net-zero.

Figure 6: Potential Pathway to Our 2030 Operations Goal[1]



(1) See Cautionary Note on Forward-Looking Statements regarding uncertainties associated with future decarbonization actions. Forecasts are based on current operations and exclude emissions from unsanctioned greenfield copper growth projects.

OUR GHG EMISSIONS IN 2024

Table 9 and Figure 7 include Scope 1 and 2 performance. 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 2024, our total GHG emissions (Scope 1 and Scope 2), as carbon dioxide equivalent (CO_2e), were 1,683 kilotonnes (kt), compared to 1,471 kt in 2023 (excluding emissions from the steelmaking coal operations). Of those totals, our direct (Scope 1) GHG emissions were 825 kt in 2024, compared to 863 kt in 2023. We estimate our indirect (Scope 2) GHG emissions associated with electricity use for 2024 to be 858 kt, or approximately 51% of our total emissions.

The temporary increase in Scope 2 emissions for 2024 was expected as our long-term clean power purchase agreement with AES Corporation is expected to come into full effect (in late 2025) and as QB transitions to full production.

Our largest source of Scope 1 emissions is from fuel consumed by mobile equipment. In 2024, we took action to significantly increase the volume of renewable diesel at our Highland Valley Copper (HVC) Operations. In line with the GHG Protocol, we have reported emissions from renewable diesel as biogenic emissions, a separate category from Scope 1. See page 34 for more information on renewable diesel.

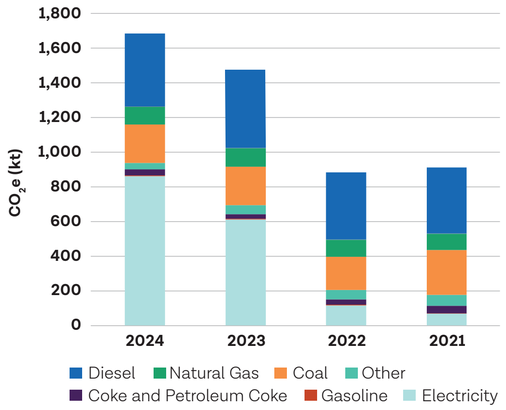
In the past, the majority of our Scope 2 emissions were from our Carmen de Andacollo (CdA) and Quebrada Blanca (QB) operations, as the electricity supply in Chile was historically based on higher proportions of fossil fuels. We have taken action to reduce these emissions by shifting towards renewable electricity. Elsewhere, our indirect emissions were relatively small, as our operations in B.C., powered by a 98% clean electricity grid, obtain the majority of their electricity from hydroelectric generation. In 2024, we saw an increase in Scope 2 emissions. This anticipated increase was associated with the ramp-up in production at our QB operations and its partial sourcing of non-renewable electricity. In late 2025, our contract for 100% renewable electricity is expected to come into effect, which will result in a significant decrease in our Scope 2 emissions.

Table 9: Total Emissions (kilotonnes CO_2e) (1),(2),(3),(4)

	2024	2023	2022	2021
Total Emissions — Direct (Scope 1)	**825**	863	763	841
Total Emissions — Indirect (Scope 2) Market-Based(5)	**858**	608	116	66
Total Emissions — Indirect (Scope 2) Location-Based	**450**	309	202	273
Total Emissions (Scope 1 + Scope 2)(6)	**1,683**	1,471	878	907
Total Emissions — Scope 3(7)		3,400	2,490	
Total Emissions — Biogenic	**68**			

(1) Teck's quantification methodology for our Scope 1, Scope 2, and biogenic emissions is aligned with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
(2) Emissions are stated on a CO2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.
(3) Carbon dioxide equivalent values calculated using the Intergovernmental Panel on Climate Change's Fifth Assessment Report (AR5) Global Warming Potential (GWP) factors.
(4) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(5) Prior year reported figures have been restated using the BC electricity grid factors.
(6) The Scope 2 GHG emissions in this total are market-based.
(7) Teck completed a more detailed Scope 3 inventory for the first time for 2022 data. While Teck had provided estimates prior to 2022, the methodology and inventories were not of a comparable quality and have been omitted here. Additional Scope 3 data for 2024 is expected to be published later in 2025.

Figure 7: Scope 1 and Scope 2 GHG Emissions by Fuel Type (1),(2),(3),(4)



(1) Electricity emissions in British Columbia calculated using the electricity emission intensity factors for grid-connected entities published annually by the B.C. government.
(2) Carbon dioxide equivalent values calculated using the Intergovernmental Panel on Climate Change's Fifth Assessment Report (AR5) Global Warming Potential (GWP) factors.
(3) The Scope 2 GHG emissions in this total are market-based.
(4) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

Scope 3 Emissions

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 and the transportation of materials that we purchase and sell.

Teck's most material Scope 3 emissions result from the smelting and refining of the metal concentrates we sell. In 2023, this comprised approximately 21% of Teck's total Scope 1, 2 and 3 emissions.

In 2024, we released a Scope 1, 2 and 3 Emissions Calculation Methodology Report that outlines the boundaries, calculation rationale, methodology and assumptions of Teck's greenhouse gas emissions inventory for the 2023 reporting year. For more information on our 2023 Scope 3 emissions, please see page 9 of our Scope 1, 2 and 3 Emissions Calculation Methodology Report. This report also includes a third-party limited assurance report (see page 26).

OUR GHG EMISSIONS IN 2024 (continued)

Supporting Emissions Reductions in Our Value Chain

We have set an ambition to achieve net-zero Scope 3 emissions by 2050, supported by an interim goal targeting 2030, aligning Teck with the International Council on Mining and Metals (ICMM) position statement on accelerating action on Scope 3 GHG emissions.

While Teck cannot unilaterally drive reductions within the value chain, as Scope 3 emissions are under the management control of our value chain partners, we recognize that we can help contribute to solutions, and we intend to work with our customers and transportation providers to reduce emissions downstream from our business. We are evaluating additional opportunities to support our value chain in reducing their emissions.

In 2024, we continued to support our transportation providers to reduce emissions. Teck led the formation of the North Pacific Green Corridor Consortium (NPGCC), whose members and partners intend to work together to decarbonize the commodities value chain between North America and Asia. The NPGCC brings together diverse sections of the value chain and will focus on pathways to optimize energy efficiency, with the specific goal of advancing projects and infrastructure required to achieve meaningful emissions reductions in the near term. For more information, see page 17 of Teck's Climate Change and Nature 2024 Report.

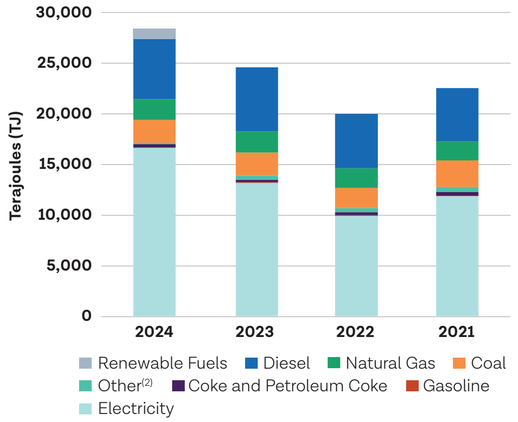
We also collaborated with industry partners, equipment manufacturers and other suppliers on zero-emission mining fleets. At Highland Valley Copper Operations, we are partnering with MEDATech to pilot the suitability of an electric concentrate truck to transport concentrate from HVC to Ashcroft, B.C., where it is loaded onto railcars for further transportation. For more information, see page 17 of Teck's Climate Change and Nature 2024 Report.

POSITIONING TECK FOR THE ENERGY TRANSITION

Energy and Carbon Performance

In 2024, we consumed a total of 28,269 terajoules (TJ) of energy (i.e., electricity and fuels), compared to 24,554 TJ in 2023, as shown in Figure 8.

Figure 8: Energy Consumption by Type[1]



(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Other includes propane, waste oil, fuel oils and other process fuels.

In 2024, approximately 49% of our energy requirements (i.e., electricity and fuels) were supplied by renewable sources, primarily hydroelectricity, an increase compared to 43% in 2023 (excluding steelmaking coal operations). Of our total electricity consumption in 2024, 77%, or 12,751 TJ, was from renewable energy sources. The lower percentage of total electricity consumption from renewable energy sources in 2024 compared to previous years is due to the newly expanded QB beginning production in 2023 and ramping up production in 2024. Our energy-use-related Scope 1 emissions intensity was 0.08 t CO_2e/GJ and our energy-consumed Scope 2 emissions intensity was 0.187 t CO_2e/MWh.

In Figures 9 to 14, we outline our energy intensity, or the amount of energy used per tonne of product, and the carbon intensity. We also present our carbon intensity per tonne of product in comparison to other producers, based on research by Skarn Associates. Per this research, we are among the world's lowest carbon intensities for our refined zinc.

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 14, in 2024, Teck's carbon intensity was 2.5 t CO_2e/t Cu Eq.[16] Our goal is to continue to improve the carbon intensity of our operations and future projects.

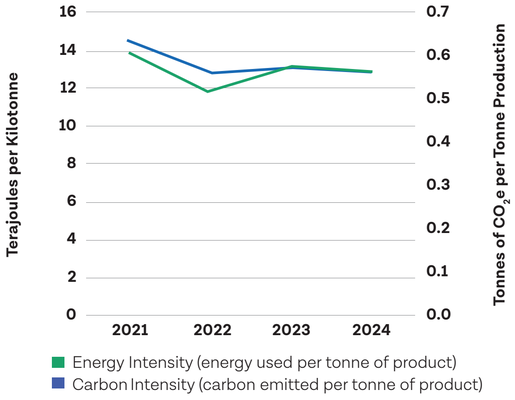
Energy and carbon intensity for the production of zinc and lead decreased in 2024 (Figure 9). This change is primarily attributed to higher mill throughput at Red Dog Operations.

Energy and carbon intensity for the production of copper decreased in 2024 (Figure 12). This change is attributed to QB ramping up production and operating more efficiently when compared to 2023. Figure 14 sets out Teck's carbon intensity, which includes total Scope 1 and Scope 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. Carbon equivalency was calculated two ways: 1) using a three-year commodity price average, and 2) using 2018–2020 pricing averages across all performance years, as this is the pricing used to establish our 2020 baseline, against which our 2030 targets are being assessed.

[16] Carbon Intensity was determined by using average commodity prices from 2018–2020 to convert to copper equivalent. This approach is taken to allow for consistent evaluation against our performance in 2020, the baseline year for our carbon intensity target.

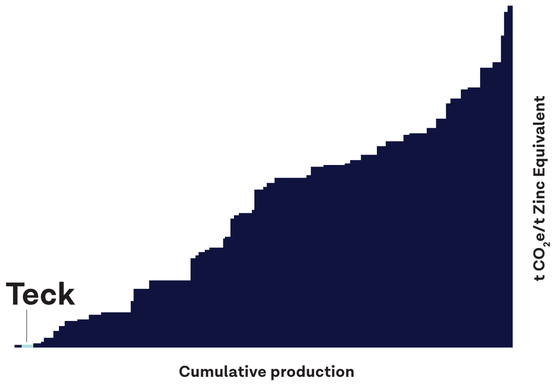
POSITIONING TECK FOR THE ENERGY TRANSITION (continued)

Figure 9: Energy and Carbon Intensity for Zinc and Lead Production[1]



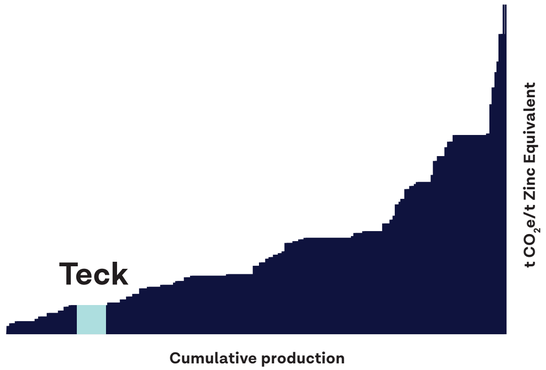
(1) Carbon intensity includes Scope 1 and Scope 2 (market-based) market-based emissions and is stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.

Figure 10: CO_2 Zinc Smelters Intensity Curve — Teck Compared to Other Producers — 2023[1]



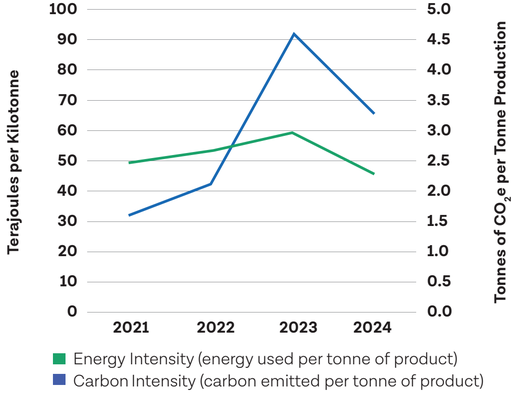
(1) Skarn Associates Limited. 2023. Graph represents Scope 1+2 intensities on an asset-by-asset basis.

Figure 11: CO_2 Zinc Mines Intensity Curve — Teck Compared to Other Producers — 2023[1]



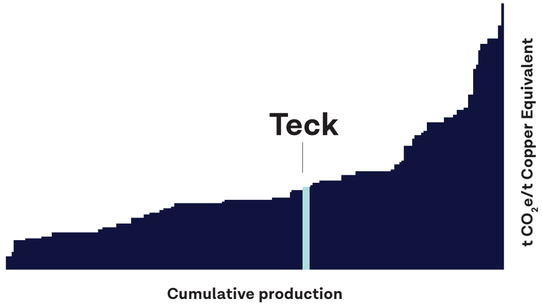
(1) Skarn Associates Limited. 2023. Graph represents Scope 1+2 intensities on a company-by-company production basis and includes Teck's share of Antamina's production.

Figure 12: Energy and Carbon Intensity for Copper Production[1]



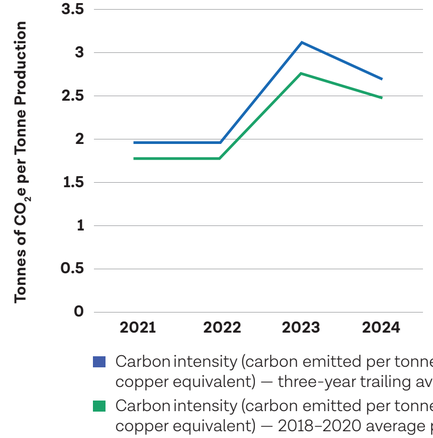
(1) Carbon intensity includes Scope 1 and Scope 2 (market-based) market-based emissions and is stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.

Figure 13: CO_2 Copper Intensity Curve — Teck Compared to Other Producers — 2023[1]



(1) Skarn Associates Limited. 2023. Graphs represent Scope 1+2 intensities on a company-by-company production basis and includes Teck's share of Antamina's production.

Figure 14: Teck Carbon Intensity on a Copper Equivalent Production Basis[1],[2],[3],[4]



(1) Only the primary commodities we report on — i.e., copper and zinc — from Teck-operated mines are included within the equivalency calculation. Lead has been excluded.
(2) Carbon intensity on a copper equivalent basis is presented in two manners, as shown in this figure. The three-year trailing average reflects our historical reporting practice and includes different commodity prices to convert each year's performance. For example, the 2023 value in the three-year trailing average would use 2023–2021 pricing averages, whereas the 2022 value would use 2022–2020 pricing averages. This reflects how some external groups assess carbon performance. We have also included carbon intensities using the 2018–2020 pricing averages across all performance years, as this is the pricing used to establish our 2020 baseline, against which our 2030 targets are being assessed. We have fixed the commodity pricing for the copper equivalent calculation to enable consistent accounting over time (from our baseline year to our target year).
(3) Carbon intensities include Scope 1 and Scope 2 (market-based) emissions and are stated on a CO2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.
(4) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

POSITIONING TECK FOR THE ENERGY TRANSITION (continued)

Biofuels and Biogenic Refinery

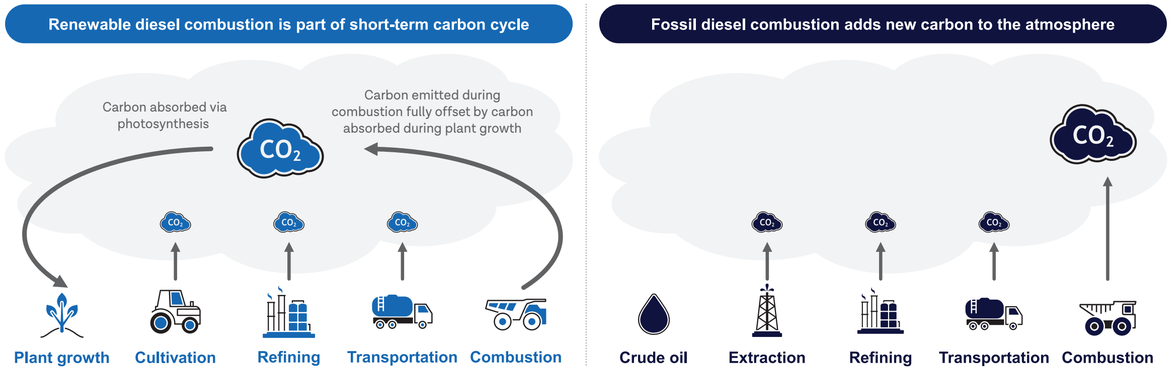
RENEWABLE DIESEL

In 2024, we significantly increased the volume of renewable fuels used at our operations. At HVC, we procured a significant amount of renewable diesel (RD) that allowed us to reduce our Scope 1 emissions at the site by approximately 33%. RD, which is a drop-in fuel replacement for petroleum diesel with minimal technical limitations, has allowed HVC to reduce emissions in the haul truck fleet without operational disruption. RD has lower life cycle emissions than petroleum diesel, since tailpipe emissions are offset by carbon absorbed during plant growth.

BIOGENIC REFINERY

We are also piloting a new biogenic refinery at Red Dog Operations (RDO) in Alaska. The project is being tested to process food waste and other organic residues into biochar, a type of charcoal that can be stored in soil and that captures carbon. The question of what to do with food waste at RDO is a complicated one: municipal solid waste permits prohibit landfill disposal of food and food-related wastes, primarily to prevent wildlife attraction and the generation of landfill leachate. The biogenic refinery would process food waste and other organic residues into biochar through a process called pyrolysis (heating an organic material in the absence of oxygen), essentially turning a waste product into a beneficial product. At RDO, the resulting biochar is planned to be used as a soil amender to aid in water and fertilizer retention, with the intention of improving soil health and sequestering carbon while also reducing emissions from current waste disposal processes. The other objective of the biogenic refinery is to consume less diesel and reduce GHG emissions compared to a conventional incinerator. This ongoing project is leveraging technology to advance RDO's reclamation efforts and to reduce emissions.

Figure 15: Renewable Diesel Combustion in the Carbon Cycle



CARBON PRICING AND ADVOCATING FOR CLIMATE ACTION

Canada, where our HVC and Trail operations are located, currently has some of the highest carbon prices in the world. In 2024, British Columbia's carbon tax increased to $80 per tonne of CO_2e. On April 1, 2024, the Province of British Columbia transitioned the regulation of industrial facility GHG emissions to an Output-Based Pricing System (OBPS). Under the OBPS, operations that emit over their emissions limit will have a compliance obligation and will be required to submit a compliance obligation report to the B.C. Government by November 30, 2025. Options to meet compliance obligations include earned credits, B.C. offset units or direct payments. For more details, please see our 2024 Annual Report.

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). In 2024, 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. We also provided policy direction and technical input directly to the government and as a member of the Mining Association of British Columbia (MABC), 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.

We 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 MABC are the trade associations that have the greatest amount of engagement on climate action. All three associations have positions aligned with the Paris Agreement. Our climate advocacy and industry collaborations were published in our updated Industry Associations Review, which reviews our industry's climate change positions and actions.

TRANSPARENCY ON CLIMATE DISCLOSURE

Our Climate Change and Nature 2024 Report looks at how Teck is positioned for the energy transition and includes analysis outlining potential climate-related business risks and opportunities. This report aligns with recommendations from the TCFD, which we support.

In 2024, we also released our second Scope 1, 2 and 3 Emissions Calculation Methodology Report, with details on the boundaries, calculation rationale, methodology and assumptions of Teck's Scope 1, 2 and 3 GHG emissions inventory for the 2023 reporting year.

ENHANCING CLIMATE RESILIENCY OF OPERATIONS AND COMMUNITIES OF INTEREST

In addition to the actions we are taking to reduce our emissions and to advocate for progressive climate action strategies, we are focused on managing the potential physical risks and opportunities that may result from the ongoing changes to our climate. Over the past decade, we have been monitoring the development of climate change risk management practices, during which we have seen continued improvement in the quality and accessibility of climate change data and modelling, in understanding the interaction between climate change and our assets, and in best management practices to increase the resilience of the mining sector.

Teck experienced the physical impacts of climate change in 2024 and in previous years. We are taking into account the increased frequency of extreme weather events and we are incorporating climate change scenarios and vulnerability assessments into project design and evaluation, as well as into our operations and logistics chain.

As part of our commitment to sustainable development and responsible environmental stewardship, we engage with Indigenous Peoples, local communities and other affected stakeholders. Some of our engagement topics with COIs are linked to community resilience to climate change, and we are continuously working with sites to identify engagements and partnerships where a connection can be drawn.

CASE STUDY: SCHAFT CREEK SOLAR FACILITY

Teck and the Tahltan Nation Development Corporation (TNDC) have partnered to deploy a solar power project at Schaft Creek, a copper-gold-molybdenum-silver development project located in Tahltan Territory in northwestern British Columbia. The solar project was developed through a partnership between TNDC and Solvest, a solar company based in northern Canada. Implementing solar and battery technology at the Schaft Creek Project is expected to reduce reliance on diesel fuel at the project and reduce the associated greenhouse gas emissions. It is estimated that this solar array and battery installation will reduce carbon emissions for camp power by more than 70%, resulting in significant cost savings over the next three years. In one month of full utilization in 2024, diesel fuel consumption was reduced by 83%.

Read the full case study on our website.

Pictured: Solar Panels at Schaft Creek Development Project.

RELATIONSHIPS WITH COMMUNITIES

2024 HIGHLIGHTS

$27.9 million in community investments

62.6% of total local employment

31.9% of total procurement spending with local suppliers

GRI INDICATORS

2-16, 2-23, 2-24, 2-25, 201-1, 202-2, 203-1, 203-2, 204-1, 413-1, 413-2, 14.10.2, 14.10.3, 14.12.2, 14.12.3. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our shareholders, employees, contractors, suppliers, regulators and society.

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.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations, unless otherwise stated.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Employee and family members near Highland Valley Copper Operations, Canada.

Performance Metrics

Indicator: # of new significant disputes at our operations[1]
Target: Zero new significant disputes at our operations

2024: 0

Indicator: Procurement spend on local suppliers[2]
Target: Increase procurement spend with local suppliers, relative to total spend on procurement[3]

2024: 31.9%

Indicator: Average % of local employment at operations[3]
Target: Increase % of local employment at operations, relative to total employment

2024: 62.6%

Indicator: Funds disbursed through community investment[4]
Target: At least 1% of our average annual earnings before tax (EBT) during the preceding five-year period

2024: $27.9 million

(1) See page 41 for the definition of significant disputes.
(2) See page 79 for total spend on procurement.
(3) See page 43 for definition of local employment.
(4) Includes data associated with Teck's previously owned steelmaking coal operations prior to the completion of the sale of the operations in July 2024.

OUR 2024 RELATIONSHIPS WITH COMMUNITIES PERFORMANCE

Our Targets and Commitments Maintaining positive relationships with communities is essential to facilitating responsible mining. Our policies and practices are driven by our understanding of the social impacts of our activities and our work in human and Indigenous rights. We engage with communities to identify social, economic and environmental priorities and try to define mutually desired outcomes and measures of success.

The following table summarizes our performance against our sustainability strategy and goals for relationships with communities.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
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 the end of 2025 to deliver direct economic benefits to communities.	Across Teck, in 2024: · 62.6% of our employees were considered local, an increase from 54% in 2023[18] · 31.9% of total procurement spending was with local suppliers, a decrease from 53% in 2023[18] Completed development of an Indigenous and local hiring procedure, and continued development of a procurement procedure at both corporate and site levels.
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 the end of 2025.	Provided a total investment of $27.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes in 2024, for a total of $123.1 million since the beginning of 2020.[19] In 2024, we: · Advanced Nature Positive Community Investment initiatives, including $500,000 to support the protection of more than 76,000 hectares of Pacific coastal rainforests in British Columbia · Supported education, establishing two $1 million endowments generating annual scholarships for students in mining engineering at the University of British Columbia and Queen's University · Supported wellness initiatives, including a safe playground for the community of Kivalina

[18] 2023 data includes steelmaking coal operations, which were sold in 2024; year-on-year data may not be directly comparable due to the change in portfolio. Teck plans to refresh our sustainability strategy and goals in 2025 to reflect our focus on our metals portfolio and plans to continue to purse local employment and procurement.
[19] Our goal to contribute $100 million to community organizations and global initiatives was originally made considering Teck's previously owned steelmaking coal operations, which were sold in 2024. Investments made at those operations are excluded here. Including investments at the steelmaking coal operations prior to the completion of the sale in July 2024, we invested $28.6 million in 2024, and a total of $133.8 million since 2020. Teck plans to refresh our sustainability strategy and goals in 2025 to reflect our focus on our metals portfolio.

Context

Teck's social performance policies, standards and procedures are designed to take a human-centric approach to engagement and to focus on emergent practices for collaboration and local development.

International Council on Mining and Metals (ICMM) member companies have committed to striving to reduce and mitigate the adverse impacts of their operations on communities and to maximize value creation, including local hiring, local procurement and community investment. These initiatives are designed to stimulate local economies, promote skill development and eliminate barriers to sustainable growth.

TECK'S SOCIAL PERFORMANCE STANDARD AND PROCEDURES

Teck implemented a new Social Performance Standard in 2023 as part of Teck's Sustainability Standards and Integrated Assurance Program to improve Teck's ability to efficiently meet a wide range of performance expectations and voluntary commitments. In 2024, we continued to develop Teck procedures to support the Standard's implementation and conducted training on these new procedures at operating sites.

We continue to focus on providing support for our community relations practitioners. In 2024, this included online human rights training, virtual and in-person Indigenous cultural awareness training, and dialogue training for social performance practitioners and exploration and project professionals. This training focuses on building and strengthening the skills necessary for effective dialogue and engagement with communities.

As part of implementing the Global Industry Standard on Tailings Management (GISTM), we continued to work to integrate our social performance and tailings management practices. In 2024, this involved engagement with COIs about our tailings storage facilities as we continue to grow our understanding of the social context in relation to each facility to inform tailings management decisions. For more information on Teck's implementation of the GISTM, see the Tailings Management chapter on page 52.

ENGAGEMENT ON ACTUAL OR POTENTIAL IMPACTS

Guided by our Social Performance Standard, all of our operations, development projects and exploration teams engage and consult with COIs to address potential, current and emerging issues, and to maximize opportunities that provide strategic value for Teck and for communities.

We assess the social context and develop engagement and community investment plans that seek to manage our impacts, and meet COIs' priorities, interests, needs and opportunities. Where available, socio-economic and environmental impact assessments, existing community plans, programs, and regional plans or strategies are used to inform the development of the plans. We engage with COIs to seek input on components of the plans to enable alignment with COI priorities and topics of interest for ongoing engagement and collaboration.

In 2024, Teck recorded over 16,000 interactions with external COIs via our feedback register as a result of our various engagement activities.

Activities across the mining life cycle may result in a range of social, economic and environmental impacts. These may include impacts that are relevant to human rights or Indigenous rights. Examples of specific impacts experienced at our operations in 2024 and selected engagements undertaken are discussed in Table 10. See pages 96-97 for a list of key engagement topics with COIs identified and managed in 2024. For details on resettlement activities and related impacts, see page 42.

ENGAGEMENT ON ACTUAL OR POTENTIAL IMPACTS (continued)

Table 10: Selected Engagement Activities in 2024

ACTUAL OR POTENTIAL IMPACTS ON COMMUNITIES FROM OUR ACTIVITIES (ADVERSE OR POSITIVE)	SITES AND PROJECTS	SELECTED ENGAGEMENT ACTIVITIES
Latin America		
Environmental, Socio-Economic: livelihoods and community health	Carmen de Andacollo Operations	Engaged with local government and community organizations through the Andacollina Teck Community Roundtable. Collaborated with government agencies and NGOs on environmental and water issues through the Alfalfares Water Roundtable. Participated in Territorial Roundtables with various sectors and established a relationship with the new Indigenous organization, Apusmanta Warnikuna.
Socio-Economic, Community, Environmental: livelihoods, cultural use, water quality	Quebrada Blanca Operations	Engaged with local communities, governments and Indigenous Peoples on environmental, land management, wetland ecosystems, cultural heritage and development programs. Participated in multiple working groups and meetings with Indigenous communities and fishermen's unions to address commitments and requests.
Socio-Economic, Community: cultural use, livelihoods	NuevaUnión Project[1]	Engaged regularly with community groups and organizations. Worked with the Comunidad Agrícola Huasco Altina (CADHA) to establish permanent dialogue mechanisms. Carried out a project to improve and develop farming activity in the area through technical support. Supported the ProDown organization of the city of Vallenar to promote labour inclusion of people with Down syndrome through training programs.
Socio-Economic, Community: livelihoods, water quality, community health	San Nicolás Project[1]	Conducted engagement with government and communities, facilitating dialogue through virtual sessions, meetings and site visits. Worked with COIs to implement initiatives focused on the project's community investments pillars (water access, educational opportunities, health and safety, environment and local economic development). Implemented the Human Rights Action Plan with activities such as a human rights fair and training in collaboration with the Zacatecas Human Rights Commission.
Environmental, Socio-Economic, Community: livelihoods, water quality, community health	Zafranal Project	Conducted meetings and guided site visits and provided project information to stakeholders as requested. Engaged with stakeholders to prioritize community investment and projects according to work focuses and local priorities.
North America		
Socio-Economic, Community, Environmental: livelihoods, cultural use, access to land and water	Highland Valley Copper Operations	Engaged with Indigenous governments and organizations (IGOs) on cultural heritage, water management, employment, and contracting. Hosted open houses and community events to discuss mine life extension, community investment, social closure, fugitive dust concerns, and HVC's leadership changes.
Socio-Economic, Community, Environmental: livelihoods, cultural use and subsistence, community health, water quality	Red Dog Operations	Engaged with Indigenous communities and governments on water quality, employment, community investment, and mine life extensions. Focused on permitting, closure, and securing a new water source for Kivalina.

ENGAGEMENT ON ACTUAL OR POTENTIAL IMPACTS (continued)

Table 10: Selected Engagement Activities in 2024 (continued)

ACTUAL OR POTENTIAL IMPACTS ON COMMUNITIES FROM OUR ACTIVITIES (ADVERSE OR POSITIVE)	SITES AND PROJECTS	SELECTED ENGAGEMENT ACTIVITIES
North America (continued)		
Environmental, Community: community health, livelihoods	Trail Operations	Engaged with a variety of communities of interest – including various levels of government, educational institutions, Indigenous governments, and a wide range of organizations focusing on health and wellness, sport, the arts, environment, and economic development – through coordinating meetings, participating in working groups/committees, hosting events, providing site tours, and delivering presentations and information sessions.
Environmental, Socio-Economic, Community: cultural use, livelihoods, community health	Galore Creek Project[1]	Continued engagement with the Tahltan Nation to consider Tahltan knowledge, interests and values in project design. Invested in local, self-identified community-led initiatives focusing primarily on Tahltan communities and on communities within the Kitimat-Stikine Regional District. Participated and presented at Rock Talk, an event that facilitates engagement with industry peers, regional government and local communities. Hosted a hockey clinic through the Teck-Canadian Olympic Committee partnership.
Socio-Economic, Community: cultural use, livelihoods	Schaft Creek Project	Engaged with the Tahltan Nation and the Tahltan Central Government on various topics. Hosted community members on-site for recognition of important cultural events and training programs. Supported community investments (sponsorship of various hockey teams and tournaments, literacy camps) within the Tahltan Nation and attended community-organized events, such as the Tour de Telegraph and Nation2Nation Business Forum.
Socio-Economic, Community: livelihoods, water quality, community health	NewRange Project[1]	Engaged with stakeholders and government on project updates and considerations. Launched a proactive communication campaign through multiple platforms and engagement methods to inform stakeholders on new project-related studies. Hosted a public open house to provide a platform to connect with the community and showcase project progress.
Socio-Economic, Community, Environmental: livelihoods, cultural use and subsistence, community health, water quality	Anarraaq & Aktigiruq Project	Engaged with NANA and the local Indigenous governments of Kivalina and Noatak on the 404 permit renewal and community benefits.
Socio-Economic, Community: livelihoods, cultural use, access to land and water	HVC Mine Life Extension Project	Continued to engage with Indigenous governments and organizations, local governments, the B.C. Environmental Assessment Office's Technical Advisory Committee and the public on the HVC MLE environmental assessment, permit applications and draft regulatory conditions through site visits, open houses and technical working sessions and meetings.

(1) Non-controlled joint venture.

FEEDBACK, GRIEVANCES AND DISPUTES

All of our operations, major projects and most of our exploration projects have implemented feedback mechanisms that provide individuals with a process to voice their questions, issues or concerns and seek remediation in a timely manner. While these mechanisms do not directly measure our impacts, they play a vital role in fostering dialogue and guiding our efforts to address community needs effectively. 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 of, or seeks a response from, a site. Negative feedback or grievances are often specific issues of concern to community members, which require a timely response and potential further action from the company.

Feedback

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

Negative feedback/grievances include instances where COIs have specifically communicated dissatisfaction or discontent with Teck's actions or activities. This may include claims of adverse impacts, failure to meet obligations or expectations, or lack of fair treatment or process. Teck uses a risk management consequence matrix from Level 1 to 6 (with 6 being the most severe) to determine grievance severity, which includes environmental, safety, community, reputational, legal and financial aspects. Teck's practice is that all feedback, positive or negative, is acknowledged and assessed and a response is given, with the goal of providing a satisfactory reply or resolution in a timely manner. For the purposes of reporting, grievances assessed at Level 3, Level 4, Level 5 or Level 6 are disclosed. In 2024, of the total feedback received, two (2) items were assessed at Level 3 or above.[19]

All of Teck's operations have feedback mechanisms that include a target response time for acknowledging the feedback and working to resolve feedback — each site has their own response time, based on their context. As adopters of the UN Guiding Principles (UNGPs), Teck demonstrates our corporate commitment to remedy issues through the effective implementation of site-based community response mechanisms. In line with the UNGPs, Teck prohibits retaliation against individuals who submit grievances to the company and has received no reported incidences of retaliation.

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

Disputes

Disputes represent issues that are longer term (greater than two years) between the company and the potentially impacted community, and that are related to land use or to customary and other rights of communities and Indigenous Peoples. Teck uses a risk management consequence matrix (from Level 1 to 6, with 6 being the most severe) to determine severity, which includes environmental, safety, community, reputational, legal and financial aspects. Significant disputes are assessed as Level 4, Level 5 or Level 6 severity.

Significant Disputes

In 2024, Teck sites experienced no new significant disputes. We are actively working to address one ongoing dispute. Red Dog is working with residents and officials of the Iñupiat community of Kivalina to address historical and ongoing concerns related to the impacts of the operation on subsistence activities such as fishing and hunting. In 2024, the Siñġagmiut Working Group (SWG) continued to be a key mechanism for collaboration. The SWG was established in 2017 as a forum to address concerns related to subsistence/traditional food. Teck is funding a co-designed comprehensive human health study and a Traditional Land Use Study to respond to ongoing concerns.

Table 11: New Significant Disputes[(1),(2)]

	2024	2023	2022	2021
# of new significant disputes identified	**0**	0	1	0

(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024. The steelmaking coal operations had no new significant disputes in 2023 and 2022, and 1 in 2021.
(2) Total number of new significant disputes arising during the yearly reporting period and relating to land use, customary and other rights of local communities and Indigenous Peoples at Teck sites.

Community Incidents

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

Teck uses a risk management consequence matrix (from Level 1 to 6, with 6 being most severe) to determine incident severity, which includes environmental, safety, community, reputational, legal and financial aspects. Significant incidents are assessed as Level 4, Level 5 or Level 6 based on our risk matrix and guidance. We identified no community incidents deemed significant (Level 4 or higher) during the 2024 reporting year.

To address previously identified community concerns regarding noise, vibrations, and disturbances from blasting activities at the Carmen de Andacollo Operations, a corrective action plan was implemented in 2024. A third-party contractor was engaged to conduct a vibration study in the El Cobre area to assess the impact on local homes. Ongoing monitoring of blast vibrations is being carried out to minimize future disturbances. A community working group has been established to maintain transparent communication and address concerns. Additionally, a long-term community action plan is being developed, subject to budget approval, to enable sustained engagement and resolution. These actions reflect our efforts to reduce impacts on local communities and improve our operational practices.

[19] Due to an update in our risk management consequence matrix and approach to ranking grievances in 2024, this data may not be comparable to previous years.

FEEDBACK, GRIEVANCES AND DISPUTES (continued)

Resettlement Activities and Related Impacts

Although Teck's requirement for resettlement has been minimal, we recognize that it is a complex process, requiring thoughtful consideration and management. When it is necessary, Teck conducts resettlement in compliance with accepted international standards. Resettlement includes both physical and economic resettlement, which are managed through Resettlement Action Plans and Livelihood Restoration Plans, respectively.

2024 marked a significant milestone in advancing the resettlement agreements established in 2023 with El Toro residents. Of the 29 households involved in the process, 19 successfully transitioned to their new homes, seven are in the final stages of completing required documentation and three are actively identifying suitable housing options. Additionally, agreements were reached with 10 of the 12 economic resettlers, representing notable progress toward the completion of this process. In collaboration with local stakeholders, a Community Structures Compensation Plan was implemented, ensuring alignment with community needs and priorities.

By year-end, 26 of the 29 households had secured tenure for homes provided as part of the resettlement process. These homes meet optimal standards of habitability, reflecting our efforts to uphold international best practices, including the International Finance Corporation Performance Standard 5 – Land Acquisition and Involuntary Resettlement.

The Livelihood Restoration Plan also saw significant advancement in 2024. Key initiatives under this plan focused on enhancing income-generation opportunities through tailored entrepreneurship and vocational training programs designed to meet the unique needs of each family. On a social level, families received psychosocial support and were actively integrated into their new communities. This included participation in community centre activities, access to public services, and initiatives to strengthen relationships with host communities.

During the year, at least 302 home visits were made for psychosocial support, consolidating a personalized monitoring system that prioritizes the most vulnerable situations. Additionally, a registry of visits and a specific grievance mechanism were implemented to address the concerns of families, guaranteeing transparency and resolving problems in a timely manner.

Carmen de Andacollo continues to voluntarily support the government-led relocation of Mina Hermosa, a community located in a historical tailings area. As part of this effort, the company has committed to donating Teck-owned property for housing solutions and has conducted technical studies to assess the capacity and environmental conditions of the designated land. Approval has been secured for the project's connection to the sanitary system, and significant progress is being made in architecture, structure, urbanization, and residential installations. To support the initiative, Teck has allocated CLP 600 million.

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 the efficiency of our activities and reduce our operating costs to maximize the economic value generated.

In 2024, 62.6% of our employees were considered local, and 31.9% of our total procurement was with local suppliers. As part of our annual community investment contribution, we provided $27.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes.

In 2024, we had a profit attributable to shareholders of $406 million or $0.79 per share, including our previously owned steelmaking coal operations. See our 2024 Annual Report for more detailed information on our financial performance.

Table 12: 2024 Breakdown of Economic Value Generated and Distributed (millions)[1]

	ECONOMIC VALUE GENERATED	ECONOMIC VALUE DISTRIBUTED								ECONOMIC VALUE RETAINED
		Payment to Suppliers[3]		Employee Wages and Benefits[4]		Payments to Providers of Capital[5]	Income and Resource Taxes[6]	Community Investments[7]	Total	
	Revenues[2]	Operating Costs	Capital Expenditures	Operating Costs	Capital Expenditures					
Canada	$ 3,314	$ 2,533	$ 337	$ 782	$ 13	$ 1,791	$ 1,626	$ 13	$ 7,095	$ (3,781)
U.S.	2,067	1,135	188	196	1	12	85	3	1,620	447
Chile	2,790	1,804	1,449	251	8	618	(12)	10	4,128	(1,338)
Peru	1,441	402	219	170	2	24	133	1	951	490
Other	–	15	45	8	–	–	1	1	70	(70)
Inter-segment elimination[2]	(547)	(547)	–	–	–	-	–	–	(547)	–
Total	**$ 9,065**	**$ 5,342**	**$ 2,238**	**$ 1,407**	**$ 24**	**$ 2,445**	**$ 1,833**	**$ 28**	**$ 13,317**	**($ 4,252)**

(1) Excludes results from Teck's previously owned steelmaking coal business, which was sold in 2024.
(2) Revenues are presented based on an accrual basis. Internal cross-border sales are eliminated as shown.
(3) Operating Costs include operating expenses at our mining and processing operations and our general and administration, exploration and research and development expenses and costs relating to production stripping. Operating Costs exclude depreciation, employee wages and benefits, and change in inventory, which are specified separately. Capital expenditures are payments for purchases of property, plant and equipment, excluding the component relating to capitalized wages and benefits, which is specified separately. Deferred stripping is included in operating costs and not capital expenditure.
(4) Wages and Benefits reflect total amounts paid to employees relating to wages and benefits, including payroll taxes.
(5) Payments to Providers of Capital include dividends paid to shareholders, interest paid to debtholders, and payments for share repurchases less issuance of shares.
(6) Income and Resource Taxes include amounts paid in the year.
(7) Community Investments include voluntary donations paid during the year. Figures have been rounded to the nearest million.

LOCAL HIRING AND PROCUREMENT

We track the percentage of local employees and of local procurement, as shown in Tables 13 and 14. Local procurement is influenced primarily by the extent of site-level construction and maintenance activity, and by the availability of suitable suppliers in the local area. We continue to focus on hiring people locally, as it helps to share the economic benefits of our industry with the communities in which we operate.

In 2024, local employees made up 62.6% of our operational workforce. At our operations, 31.9% of our total procurement spend was with local suppliers.

Table 14: Percentage of Total Spend with Local Suppliers[1]

Operations	2024
Carmen de Andacollo	**21.3%**
Highland Valley Copper	**62.1%**
Quebrada Blanca	**8.8%**
Red Dog	**52.4%**
Trail Operations	**33.0%**

Table 13: Local Employment in 2024[1],[2]

OPERATION	LOCAL EMPLOYEES	
	Men	**Women**
Carmen de Andacollo	49.4%	49.1%
Highland Valley Copper	91.2%	91.0%
Quebrada Blanca	1.9%	3.6%
Red Dog	67.2%	86.9%
Trail	97.4%	97.0%
Total Percentage by Gender	**63.8%**	**57.8%**
Total Percentage Overall	**62.6%**	

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

COMMUNITY INVESTMENT

In 2024, our community investment expenditures were $27.9 million in total.[20] We continued to invest across our four areas of focus: Nature and Climate, Community Wellness, Indigenous, and Education and Equity.

This included expanding Indigenous-focused investments that support education, social improvements and economic development with the Indigenous Peoples upon whose territories we operate. We made investments across our operations to support economic development with Indigenous Peoples, such as the UN Women Originarias programme and the Indspire scholarships. See the Relationship with Indigenous Peoples chapter on page 16 for more details.

Additionally, we supported conservation in alignment with our nature positive commitment. This included a contribution of over $500,000 through the Collaborative Conservation Impact Fund of the Nature Conservancy of Canada, which is supporting the creation of 10 new conservancies in Clayoquot Sound, British Columbia. These conservancies will protect more than 76,000 hectares of Pacific coastal rainforests on the west coast of Vancouver Island. We continued our work with the Chilean Nature Fund to support Chile's Protected Marine Areas program, particularly the ecologically significant Juan Fernandez Archipelago, and supported projects through our Indigenous Stewardship Fund to support Indigenous communities in environmental stewardship and conservation initiatives in Teck's operating regions. We also supported youth science, technology, engineering and mathematics (STEM) education programs and initiatives that encourage awareness of the importance of mining and metals in society.

Information on our community investment reporting framework is available on our website.

[20] Excludes investments made at Teck's previously owned steelmaking coal operations.

COMMUNITY INVESTMENT (continued)

Table 15: Community Investment by Site[1],[2],[3]

Operations	2024	2023	2022
Corporate Offices, Development Projects and Legacy Sites[4]	**$ 17,063,000**	$ 21,036,000	$ 15,626,000
Carmen de Andacollo	**$ 2,344,000**	$ 2,555,000	$ 2,282,000
Highland Valley Copper	**$ 550,000**	$ 520,000	$ 509,000
Pend Oreille	**$ 4,000**	$ 27,000	$ 33,000
Quebrada Blanca	**$ 4,977,000**	$ 4,895,000	$ 1,621,000
Red Dog	**$ 2,416,000**	$ 1,886,000	$ 1,260,000
Trail	**$ 343,000**	$ 344,000	$ 333,000
Exploration	**$ 214,000**	$ 203,000	$ 196,000
Total	**$ 27,911,000**	$ 31,466,000	$ 21,860,000

(1) Community investment is voluntary, charitable contributions or actions that are beyond the scope of our normal business activities and that are intended to benefit communities in ways that are sustainable, support community development outcomes, advance Teck's business objectives and align with Teck's values. Community investments include financial contributions and in-kind contributions. Administrative costs related to community investment activities and employee volunteering time are excluded.
(2) Data includes all Teck-controlled assets reported at 100%, and non-controlled 50:50 joint venture development projects reported at proportion of ownership (50%). This methodology was updated in 2024 to better align with the financial reporting approach. Prior-year data has been restated to align with this methodology.
(3) Excludes investments made at Teck's previously owned steelmaking coal operations, which were sold in 2024. For historical data including steelmaking coal operations, see the Sustainability Databook.
(4) Includes offices, resource development projects, legacy sites and company-wide donations under the Teck Employee Donation Match Program.

Teck Employee Donation Match Program

The Teck Employee Donation Match Program offers our employees the opportunity to amplify their donations to causes that they care about through donation matching from Teck. In 2024, employees across Teck supported their communities across several organizations, with a particular commitment to creating lasting change in the lives of children and families in poverty, and to conquering cancer. This includes support for World Vision Canada, the Greater Vancouver Food Bank and the Canadian Cancer Society, with a total of $157,000 provided by Teck in matching funding.

INDUSTRY COLLABORATION

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

In 2024, Teck was an active participant in MAC's International Social Responsibility Committee and Indigenous Relations Committee, ICMM's Skills Initiative Working Group and Indigenous Peoples Working Group, and the Canadian Chamber of Commerce Indigenous Affairs Policy Committee.

CASE STUDY: SUPPORTING THE TRANS CANADA TRAIL

Since 2018, Teck has proudly supported Trans Canada Trail. Trans Canada Trail is an organization that advocates for, stewards and champions the longest recreational multi-use trail system in the world, supporting the local trail groups that manage each section.

Through supporting the organization, Teck contributes to the connection, enhancement, preservation, and maintenance of trail sections located near the communities where we operate in British Columbia. Teck's $1 million contribution has supported a variety of improvements since 2018 in and near communities in the interior British Columbia, including Trail, Castlegar, Nelson, Penticton, Kimberley and more.

Supporting maintenance of the trail provides environmental, health and well-being, and economic and tourism benefits to the communities in which we operate. Throughout the seven-year partnership, Teck's support has contributed to a variety of trail projects that included planning, environmental assessments, community consultations, emergency repairs, maintenance, new trail construction, trail accessibility projects and more.

Read the full case study on our website.

Pictured: Morning Mountain Adaptive Trail, Nelson, BC.

WATER STEWARDSHIP

2024 HIGHLIGHTS

77% of water reused and recycled on average at mining operations

91% of water withdrawals at our Quebrada Blanca Operations were from seawater, which is desalinated before use

52% of the water withdrawn for use at our mining operations in 2024 was from low-quality sources, including seawater

GRI INDICATORS

2-23, 2-24, 2-27, 3-3, 303-1, 303-2, 303-3, 303-4, 303-5, 306-3,[21] 14.7.1, 14.7.2, 14.7.3, 14.7.4, 14.7.5, 14.7.6. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our shareholders, employees, local communities, regulators and society.

HOW DOES TECK MANAGE THIS TOPIC?

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

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

[21] The spills-related content in Disclosure 306-3 Significant spills of *GRI 306: Effluents and Waste 2016* remains in effect.

Pictured: Shipping port, Quebrada Blanca Operations, Chile.

Performance Metrics[1]

Indicator: Percentage of water reused and recycled at mining operations

2024:	77%
2023:	70%
2022:	77%

Indicator: Significant[2] water-related incidents

2024:	0
2023:	0
2022:	0

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Teck uses a risk management consequence matrix to determine incident severity, which includes environmental, safety, community, reputational, legal and financial aspects. Significant incidents include incidents assessed as Level 4, Level 5 or Level 6 based on our risk matrix and guidance.

OUR 2024 WATER STEWARDSHIP PERFORMANCE

Our Targets and Commitments Teck works to responsibly manage water resources, reduce our impacts on water quality and maintain water access where we operate. The following table summarizes our performance against our sustainability strategy and goals for water stewardship.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
Strategic Priority: Transition to seawater or low-quality water sources for all operations in water-stressed[1] regions by the end of 2040	
Goal: By the end of 2025, design all development projects in water-stressed regions with a seawater or low-quality[2] water source.	Operating desalination plant to supply Quebrada Blanca Operations in Chile with low-quality water (desalinated seawater). Advancing designs using low-quality water at Zafranal.
Strategic Priority: Implement innovative water management and water treatment solutions to protect water quality downstream of our operations	
Goal: By the end of 2025, implement new source control or mine design strategies and water treatment systems to further advance efforts to manage water quality at our operations.	The original focus of this goal was focused on water quality at Teck's former steelmaking coal operations in the Elk Valley. While some progress was made, following the sale of our steelmaking coal operations, this goal is considered complete in terms of Teck's ability to affect outcomes. Teck plans to refresh our sustainability strategy and goals in 2025 to reflect our focus on our metals portfolio.

(1) Water stress is characterized using World Resources Institute (WRI) Aqueduct Water Risk Atlas, which defines water stress as where the demands for water (e.g., domestic, industrial, irrigation and livestock needs) exceed what is available through renewable surface and groundwater sources. The proportion of sites in water-stressed areas is 40%.
(2) As defined by ICMM, low-quality water typically has lower socio-environmental value, as the poorer quality may restrict potential suitability for use by a wide range of other users or receptors, excluding potential industrial uses and adapted ecosystem function.

Context

Teck recognizes the importance of responsible water management in protecting water resources for the communities within the watersheds where we operate. Responsible water management includes the protection of water quality downstream of our operations, improving water use efficiency and engaging with communities of interest (COIs) on watershed management.

Water Governance Reviews

Water Governance Reviews are carried out by internal subject matter experts every three years for our operating sites, every five years for our legacy facilities and on an as-needed basis for development projects. In 2024, five water governance reviews were completed in accordance with our review cycle schedule.

Water Governance Reviews supplement physical and technical reviews by examining the governance aspects of responsible water management — the systems, processes, decision-making framework, and personnel that are critical to providing sustainable water sources for operations and to protecting the watersheds that Teck operates in.

These 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. In some cases, Water Governance Reviews may be integrated with similar reviews of Tailings Governance.

COMPANY-WIDE OPERATIONAL WATER BALANCE

We monitor water data and maintain site-wide water balances at all our operations.[22] The company-wide water balance (Figure 16) is the aggregation of all site-wide water balances.[23] This water balance is complex, due to the variability of natural factors such as rainfall and 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 enabling better decision-making.

Our water data collection and reporting is aligned with the ICMM's Water Reporting: Good Practice Guide. Our detailed water data, including site-level data, is provided in our Sustainability Databook.

Figure 16: 2024 Company-Wide Operational Water Balance — Megalitres (ML)

Water withdrawal: All water that enters the operational water system and is intended to be 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 used by 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 an ocean.

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

IMPROVING WATER EFFICIENCY

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. We have transitioned to seawater sources to support our Quebrada Blanca Operation in northern Chile. We manage and discharge a significant amount of water without use (water that is actively managed without intent to supply the operational water demands), and we discharge this water as close as practical to the source location. The water we discharge is monitored and treated where necessary.

Teck recently completed an evaluation of water sources, use and consumption, as well as opportunities to improve water efficiency at Carmen de Andacollo, Highland Valley Copper and Red Dog Operations. Outcomes from these assessments are intended to inform water efficiency improvements in the future.

In 2024, an average of 77% of water was reused or recycled at our mining operations. This means that 77% of water used was recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle). As expected, this rate increased in 2024 as a result of the ramping up of operations at our expansion of Teck's QB operation and the associated completion of the commissioning of the milling and flotation plant.

Trail Operations accounts for 41% 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 2024, our water withdrawals were 166,641 ML, or 33,589 ML more than in 2023 at our metals operations. Our total water consumption in water-stressed areas was 28,119 ML in 2024. Additional water data is provided in our Sustainability Databook.

The desalination plant at our QB Operations supplies water required for operations at the site (up to 3,850 cubic metres per hour of desalinated water, plus 350 cubic metres per hour of recovered water from the concentrate filtration process), which replaces the use of fresh water in the water-stressed region. In 2024, approximately 90% of water use at our QB Operations was from desalinated seawater.

Table 16: Water Withdrawals and Water Reused and Recycled — Megalitres (ML)[1],[2]

ALL OPERATIONS	2024	2023	2022	2021
Water withdrawals (ML)	**166,641**[3]	133,043	104,458	105,458
Water reused/recycled (ML)	**215,843**	144,853	111,707	114,984
Mining operations				
Water withdrawals (ML)	**97,736**	59,946	34,832	33,418
Water reused/recycled (ML)	**215,843**	144,853	111,707	114,984
Percentage of water reused and recycled (ratio of reused/recycled and withdrawals)	**77%**	70%	77%	77%

(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) The increases in water metrics between 2023 and 2024 are largely due to the ramp up of Quebrada Blanca Operations.
(3) In 2024, there was a reclassification of "Other Managed Water" to "Water Withdrawals" at Highland Valley Copper based on calculation of intended water use. Due to lack of data availability, prior-year reported figures have not been restated.

Metal Leaching and Acid Rock Drainage (ML/ARD)

We design and operate for closure, consider the potential for ML/ARD generation and require mitigation measures at every step of project development. All of these evaluations are contained in publicly available environmental assessment documents submitted to regulatory authorities. For more details, see the Water Stewardship section of Teck's Management Approach to Sustainability.

In 2024, the percentage of mining operations where ARD is predicted to occur, actively mitigated, contained, or under treatment or remediation was 100%.

COMMUNITY ENGAGEMENT ON WATER

Teck recognizes that access to clean and sufficient water is a human right, and that water is essential to our COIs in the watersheds where we operate. When implementing our water management practices, we consider and engage with other water users in the watersheds where we operate.

In 2024, community engagement activities included ongoing consultations and collaborative efforts with local communities and Indigenous groups to address water quality concerns and promote sustainable water use. Engagement took place through various workshops, meetings and partnerships with key rightsholders such as the Siñġagmiut Working Group at Red Dog Operations, and five Indigenous Governments and Organizations that represent 16 First Nation Bands at Highland Valley Copper. Specific activities focused on water management strategies, water quality monitoring and alignment with local environmental priorities.

Additionally, Quebrada Blanca Operations maintained its Participatory Water Monitoring Program to actively engage communities in water quality assessments. This program, running since 2018, included participation from the Huatacondo, Tamentica and Indigenous Livestock Association of Copaquire (AGIC) communities, helping to foster local involvement and collaboration in water management efforts through the monitoring of water quality and quantity at key sites such as Cerro Tortuga, Confluence of Quebradas Ramucho and Blanca, and Quebrada Maní.

Industry Collaboration

We work with various local, national and international organizations and programs to support improvements in water stewardship across the industry. Through Teck's participation and committee leadership as an International Network for Acid Prevention (INAP) member, we have contributed to the advancement of industry tools for source control assessment of mine waste, including a recently delivered decision-making framework: ARD/AMD Source Control for Mine Rock Stockpiles Phase 3. We are also working with ICMM and INAP to support the development of a new resource to support the implementation of INAP's Global Acid Rock Drainage (GARD) Guide in mining operations, expected to be published in early 2025. As members of the Mine Environment Neutral Drainage (MEND) program, we also support the development of industry initiatives to help better identify and manage metal leaching and acid rock drainage.

WATER-RELATED COMPLIANCE

Significant Water-Related Incidents

We assess the severity of environmental incidents related to water based on their potential environmental, safety, community, reputational and financial impacts. According to our incident severity criteria, in 2024, there were no identified significant water-related incidents.

For more information on significant incidents related to biodiversity, air quality, and hazardous materials and waste management, please see pages 73, 89 and 94.

Litigation

For information on legal proceedings and regulatory actions related to water management, please see our Annual Information Form, available on our website. The AIF includes details on material water-related enforcement actions and litigation proceedings.

CASE STUDY: 14 YEARS OF THE ELQUI BAJO ALFALFARES WATER RESOURCES BOARD

Mesa Hídrica Elqui Bajo Alfalfares, or the Elqui Bajo Alfalfares Water Resources Board, seeks to foster sustainable water management of the Elqui Bajo aquifer in the Alfalfares area in La Serena, Chile, near Teck's Carmen de Andacollo (CdA) Operations. CdA is an active member of the board, along with representatives from the community and public and private organizations in the area. Our participation seeks to foster joint efforts to gain information about the area and the wetland, enabling water management decisions to be well-informed and with consideration of all stakeholders. The board carries out continuous monitoring of groundwater and surface water resources in the area. In 2024, the board conducted 12 monitoring events for groundwater levels and surface flows, with 11 of the events including water quality sampling.

Read the full case study on our website.

Pictured: Elqui Bajo aquifer in the Alfalfares area in La Serena, Chile.

TAILINGS MANAGEMENT

2024 HIGHLIGHTS

9 Tailings Governance Reviews performed, per our review cycle schedule

7 Facility Summary annual updates published, including conformance status, per the Global Industry Standard for Tailings Management (GISTM)

GRI INDICATORS

2-23, 2-24, 3-3, 306-3, 306-4, 306-5, 14.6.1, 14.6.2, 14.6.3. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our employees, local communities, government regulators, investors 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.

SCOPE

Data in this chapter is stated for Teck's metals assets only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled assets, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Employees at tailings facility, Highland Valley Copper Operations, Canada.

Performance Metrics[1]

Indicator: Number of significant tailings-related incidents

2024:	0
2023:	0
2022:	0

Indicator: Tailings Governance Reviews performed

2024:	9

Indicator: Facility Summary annual updates published, per GISTM

2024:	7

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

OUR 2024 TAILINGS MANAGEMENT PERFORMANCE

Our Targets and Commitments We work to safely and environmentally responsibly manage our tailings facilities, throughout the mining life cycle, to minimize harm to the environment, and to protect the health and safety of our people and surrounding communities of interest (COIs).

The following table summarizes our performance against our sustainability strategy and goals for tailings management.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
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, both for new mines and for any mine life extensions at existing mines.	Continued collaboration with industry peers in research and development activities. Considered a range of milling and tailings technologies as part of studies for new mines and mine expansions.
Goal: Expand the use of digitally connected surveillance technologies to assist in monitoring our tailings storage facilities.	Teck's Legacy team continued to implement remote climate and performance data collection and monitoring systems at several sites across the Legacy portfolio. Continued to consider opportunities to incorporate emerging monitoring technology as part of value-addition or risk-reduction efforts.

Context

Teck aims to maintain the safety of our tailings storage facilities as well as to improve transparency and COI engagement on tailings-related topics.

Key to achieving this aim is compliance with legal requirements and conformance with international standards such as the Global Industry Standard on Tailings Management (GISTM) and the Mining Association of Canada (MAC) Towards Sustainable Mining (TSM) initiative Tailings Management Protocol, as well as Teck's Tailings Policy, Tailings Management Standard and related guidance.

TAILINGS MANAGEMENT

To support our commitments, our tailings facilities conform to Teck's Tailings Management Policy and Tailings Management Standard. These documents include requirements for routine external third-party audits and a range of internal and external reviews. We develop action plans based on the findings and regularly assess the progress of implementing those action plans. For more information, see Tailings Reviews, Internal Reviews and External Reviews on pages 52-53.

As of the end of 2024, Teck managed six active and 22 inactive tailings facilities,[24] including zero active and seven inactive upstream tailings facilities. Teck also has non-operated joint venture interests at an operating tailings facility at Antamina in Peru and at an inactive tailings facility at the legacy NorthMet mine in the U.S.

Global Industry Standard on Tailings Management (GISTM)

Teck is implementing the GISTM across our tailings facilities in all jurisdictions. Teck publicly reports on conformance with the GISTM for all our active tailings facilities and for our inactive extreme and very high consequence classification tailings facilities. Across all these facilities, Teck has achieved conformance with the standard. As part of our commitment to GISTM, these facilities were independently audited against conformance to GISTM. The results of these audits were used to inform the tailings disclosures, which are published on our website.

Teck is implementing GISTM at all remaining tailings facilities, and will provide a disclosure of conformance in August 2025 as part of the ICMM membership requirement for conformance by August 2025. More information on the GISTM and on Teck's participation and performance, including our GISTM-related disclosures, can be found in the Tailings Management section of Teck's Management Approach to Sustainability and on our website.

TAILINGS REVIEWS

Internal and external reviews of our facilities and procedures are conducted to maintain high standards of safety, environmental protection and social performance, including following best practice guidance set by the MAC, ICMM, GISTM and The Copper Mark. Our comprehensive internal and external review programs, described on pages 52-53, are supplemented by an additional level of facility oversight provided by our Tailings Working Group and corporate tailings team, which includes subject matter experts from across our business units and sites. For more details on governance and accountability, see the Tailings Management section of Teck's Management Approach to Sustainability.

INTERNAL REVIEWS

Staff Inspections

Tailings facilities are regularly inspected by trained operators and expert technical staff.

Tailings Governance Reviews

Tailings Governance Reviews are carried out by internal subject matter experts every two years for our operating sites, every three years for our legacy facilities and on an as-needed basis for development projects.

Tailings Governance Reviews supplement technical reviews by examining the governance aspects of responsible tailings management: the systems, processes, decision-making framework, and personnel that are critical to tailings facility safety.

These reviews include assessment that appropriate personnel and procedures are 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. In some cases, Tailings Governance Reviews may be integrated with similar reviews on water management governance.

At our joint venture (JV) sites, Teck collaborates with our JV partners to perform Tailings Governance Reviews or their equivalent.

No significant findings related to dam safety were identified in the Governance Review process in 2024; continual improvement opportunities to further develop existing systems were identified and are being actioned by the relevant sites. The status of these actions is routinely reviewed by the Tailings Governance Review teams and the sites.

[24] The numbers of active and inactive tailings facilities exclude Teck's previously owned steelmaking coal operations, which were sold in 2024.

EXTERNAL REVIEWS

Annual Facility Performance Reviews

At all our active or inactive tailings facilities, an Annual Facility Performance Report (AFPR) is conducted by an Engineer of Record, who is a licensed and qualified individual vetted by our Tailings Working Group. AFPRs are conducted to evaluate the physical performance of the facility over the prior year, compared to the design intent and to operating, maintenance and surveillance practices. AFPRs and other information about our tailings facilities, both operating and inactive, are available on our website.

Dam Safety Reviews

Independent, qualified third-party engineers conduct periodic Dam Safety Reviews (DSRs), with timing dependent upon the nature of the facility. DSRs are conducted to provide an independent review of the tailings facility design, performance, operating practices and governance.

Independent Tailings Review Boards

In addition to the review work involved in the AFPRs and DSRs, another key element of Teck's external review process is the use of Independent Tailings Review Boards. These boards typically consist of two to four senior, independent individuals recognized within the industry as subject matter experts. The Independent Tailings Review Board provides third-party review of the design, performance, operation, surveillance and maintenance of our storage facilities. The review board will meet from at least once to multiple times per year, depending upon the nature of the facility and the issues being considered. The results from the Independent Tailings Review Board assessments are communicated directly to senior management.

Tailings Reviews Conducted in 2024

All of our tailings facilities are reviewed against our internal policy, standard and guidance documentation on a regular schedule, as described in Table 17. In 2024, all tailings facilities at Teck had their AFPRs (or equivalent) completed as planned. Independent Tailings Review Boards met at least once in 2024, with review boards responsible for larger facilities meeting several times. Dam Safety Reviews and Teck's Tailings Governance Reviews were also completed as planned at all sites.

Table 17: Teck 2024 Tailings Review Status

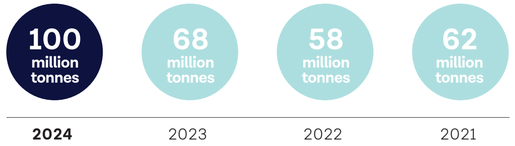
REGION	SITE	MINE STATUS	ANNUAL FACILITY REVIEW	DAM SAFETY REVIEW	INDEPENDENT REVIEW BOARD ACTIVITY	TAILINGS GOVERNANCE REVIEW	COMMENT
Latin America	Carmen de Andacollo	Operating	●	■	●	●	
North America	Highland Valley Copper	Operating	●	■	●	●	
Latin America	Quebrada Blanca	Operating	●	■	●	●	Operations commenced in 2023
North America	Red Dog	Operating	DSR completed in lieu of AFPR	■	●	●	
Latin America	Antamina	Operating	●	■	●	●	Joint venture (non-operator)
North America	NewRange	Project	●	Underway	●	●	Joint venture (non-operator)
North America	Beaverdell	Closed	●	■	●	●	
North America	Douglas	Closed	●	■	●	●	
North America	Duck Pond	Site in Closure	●	■	●	●	
North America	Fisherman Road	Closed	●	■	●	●	
Asia-Pacific (Australia)	Lennard Shelf	Closed	●	■	Underway	●	
North America	Louvicourt	Closed	●	■	●	●	
North America	Magmont	Closed	●	■	●	●	
North America	Pend Oreille	Site in Closure	●	■	●	●	
North America	Pinchi Lake	Closed	●	■	●	●	
North America	Pine Point	Closed	●	■	●	●	
North America	Sa Dena Hes	Closed	●	■	●	●	
North America	Sullivan	Closed	●	■	●	●	

● Completed as planned. ■ Dam Safety Reviews up to date per required frequency (between three and 10 years, dependent upon consequence classification and local regulatory requirements).

TAILINGS PERFORMANCE IN 2024

Total tailings generated from processing ore, stored in the six operating tailings facilities at our mining operations, are reported in Figure 17.

Figure 17: Tailings Generated from Processing Ore[1]



(1) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

Tailings Incidents

Teck had no failures of tailings storage facilities in 2024.[25] All our facilities performed safely, with their inspections and assorted internal and external reviews conducted as scheduled.

Technology and Innovation

Teck's CdA and QB teams continue to use the Digital Tailings Management System (DTMS) implemented in 2023 to support the use of digitally connected surveillance technologies and to assist in monitoring our tailings storage facilities.

In 2024, Teck partnered with the University of British Columbia to fund a professorship in Tailings Management and Innovation, and Dr. Luis Alberto Torres Cruz was announced as the Teck Professor in Tailings Management and Innovation. The purpose of this role will be to advance research and implementation of new technologies and practices in tailings management; Teck intends to remain an active participant in research that supports safe and effective tailings management.

Teck's Legacy team has implemented remote climate and performance data collection and monitoring systems at several sites across the Legacy portfolio. These technologies improve reliability and efficiency of data collection and allow Teck to monitor our tailings facilities in near-real time, quicken our response to events, and support our priority to manage tailings across their life cycle in a safe and environmentally responsible way.

INDUSTRY ASSOCIATION ACTIVITIES

Teck is a participant in ICMM's leadership work on a long-term goal of developing safe and sustainable alternatives to conventional wet tailings facilities. Teck is also part of 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 Towards Sustainable Mining (TSM) Tailings Management Protocol's Table of Conformance as one component of our Governance Review process at our sites. As a member of the Canadian Dam Association (CDA), Teck's senior technical leaders actively participate in the CDA Mining Dams Committee, providing input to the development of industry guidance on best practices. Teck is also a participant on the US Society on Dams' Tailings Dams Committee, which promotes design, construction and operation practices to support safe tailings dams.

TRANSPARENCY AND DISCLOSURE

Teck aims to being open and transparent with COIs and other stakeholders regarding our tailings facilities, including community members, employees and contractors. We make information on our approach to tailings management, a detailed list of facilities and copies of recent AFPRs available on our website. We have also provided detailed information about our tailings facilities through responses to the Investor Mining and Tailings Safety Initiative chaired by the Church of England Pensions Board and the Council on Ethics of the Swedish AP Funds, in addition to our GISTM-related disclosures.

Community engagements are underway or planned in locations where Teck manages a tailings storage facility.

[25] A failure of tailings storage facility is defined as a loss of containment, the overspill of a tailings dam, the breach of a tailings dam and slope failure in a tailings dam.

OUR PEOPLE AND CULTURE

2024 HIGHLIGHTS

7,649 people employed across our company, with **$1.4 billion** paid to employees in wages and benefits

- Enhanced workforce diversity, with women making up **29%** of new hires in 2024; women now comprise **26%** of our total workforce, **25%** of senior management[26] and **27%** of the Board of Directors
- Named to the Forbes list of the World's Best Employers 2024 and Forbes list of the World's Top Companies for Women 2024
- Named one of Canada's Top 100 Employers for the eighth consecutive year by Mediacorp Canada's Top Employers program
- Recognized among the Best Places to Work for LGBTI+ Employees by Pride Connection Chile for the second consecutive year
- Recognized by ReIN Chile in the Medición de Inclusión Laboral Empresarial Index Chile for labour inclusion efforts for people with disabilities

GRI INDICATORS

2-7, 2-8, 2-21, 2-23, 2-24, 2-25, 2-26, 2-30, 3-3, 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 14.16.3, 14.20.1, 14.20.2, 14.20.3. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

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

HOW DOES TECK MANAGE THIS TOPIC?

Information about how we manage matters related to labour relations; retention; training and development; and equity, diversity and inclusion (EDI); including relevant policies, management practices and systems, is available for download on our website.

SCOPE

Data in this chapter is stated for Teck's metals assets only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled assets, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

[26] Senior management includes individuals in top management positions that are maximum two levels away from the President and CEO or comparable positions. For more definitions, see our Sustainability Report Glossary.

Pictured: Employees at Quebrada Blanca Operations, Chile.

Performance Metrics

Indicator: % of women employees
Target: Increase % of women employees

2024: 26% women employees

Indicator: % of women employees in senior management[1]
Target: Increase % of women employees in senior management

2024: 25% women employees in leadership positions

Indicator: % of total employee turnover
Target: Keep total employee turnover under 10% each year

2024: 12.9% total turnover

Indicator: Annual investment spend on training

2024: $31 million

(1) Senior management includes individuals in top management positions that are maximum two levels away from the President and CEO or comparable positions. For additional definitions, see our Sustainability Report Glossary.

OUR 2024 PERFORMANCE RELATED TO OUR PEOPLE AND CULTURE

Our Targets and Commitments As part of our work to create an equitable and inclusive workplace, Teck has set a goal to increase the number of women in our workforce to 30% by 2030. Achieving this goal will require commitment and action across the organization — not only in our approach to talent, but also in our contribution to a respectful, inclusive and safe workplace for everyone. We intend to report on our progress against this goal each year. The following table summarizes our performance against our sustainability strategy and goals for our people.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
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 to 30% by the end of 2030, and advance inclusion and diversity initiatives across the company by 2025.	There were 1,953 women working at Teck at the end of 2024, which represents 26% of the total workforce. In addition, 29% of total new hires[1] in 2024 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 the end of 2025.	In 2024, 169 leaders completed one of our four leadership development programs. $31 million invested in training and development in 2024, a total of $214 million since 2020.[2]
Goal: Expand employee engagement opportunities, including employee-driven community initiatives and a company-wide feedback program, by the end of 2025.	Fostered inclusion and respect through our employee-driven Inclusion Networks, including Women's Network and local Women in Mining groups, Indigenous Employee Gathering, Latin Roots Alliance, and Rainbow Alliance and PRIZMA. Implemented a bimonthly pulse survey to better understand employee engagement and help inform ways to improve our workplace culture and communication. Provided $157,000 in match funding through the Teck Employee Donation Match Program, which offers our employees the opportunity to amplify their donations to causes that they care about.

(1) Includes regular employees only.
(2) Our goal to invest $200 million in training and skills development programs was originally made considering Teck's previously owned steelmaking coal operations; investments related to those operations are included here. Teck plans to refresh our sustainability strategy and goals in 2025 to reflect our focus on our metals portfolio.

Context

At Teck, we strive to be an employer of choice and a company that continues to attract, develop and retain talented and engaged employees globally.

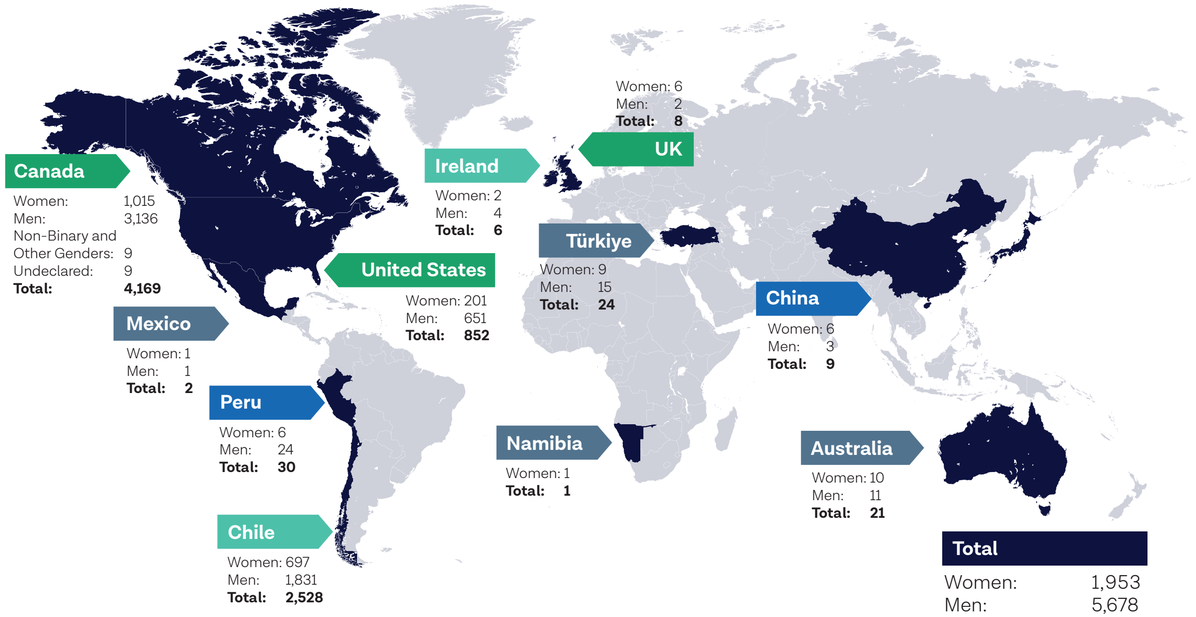
We invest in our people throughout their careers and offer an equitable, respectful and inclusive workplace, as well as training and development opportunities. Moreover, we work to uphold freedom of association and the right to collective bargaining for our workforce, where applicable, and to providing fair living wages to employees at our operations.

In 2024, we renewed our commitment to fostering a safe and respectful workplace for everyone through our Respectful Workplace Policy and Standard. Along with this standard, we evolved our Equity, Diversity and Inclusion Executive Committee to become the Inclusive and Respectful Workplace Committee. This Committee, which is chaired by Jonathan Price, President and CEO, oversees the administration of the Respectful Workplace Policy and Standard, as well as our Equity, Diversity and Inclusion Policy and Strategy.

GLOBAL WORKFORCE DEMOGRAPHIC

At the end of 2024, there were 7,649 employees, temporary and permanent, working at Teck-controlled assets, as compared to 7,823 employees in 2023.[27]

Figure 18: Global Workforce in 2024[(1),(2)]

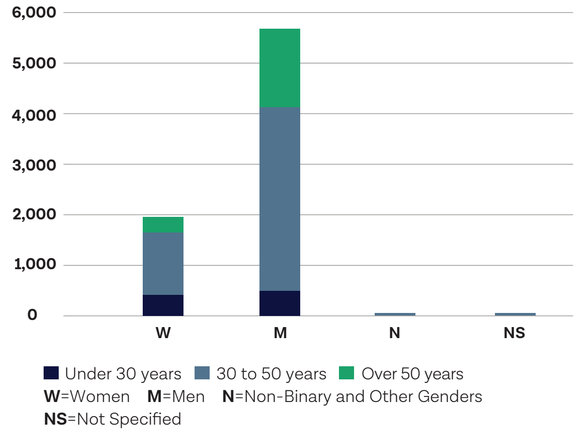


Total

Women:	1,953
Men:	5,678
Non-Binary and Other Genders:	9
Undeclared:	9
Total:	**7,649**

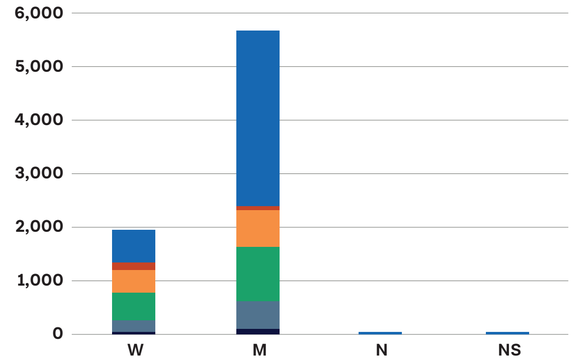
(1) Includes all Teck employees, including regular, fixed-term and students.
(2) Information related to gender is based on self-declaration.
(3) For definitions of employee categories, see our Sustainability Report Glossary.

Figure 19: Global Workforce by Age and Gender in 2024[(1),(2)]



W=Women **M**=Men **N**=Non-Binary and Other Genders
NS=Not Specified

Figure 20: Global Workforce by Employment Level and Gender in 2024[(1),(2)]



W=Women **M**=Men **N**=Non-Binary and Other Genders
NS=Not Specified

[27] 2023 value excludes Teck's previously owned steelmaking coal operations, which were sold in 2024.

LABOUR RIGHTS AND RELATIONS

Teck's Human Rights Policy affirms our commitment to respecting and observing the human rights of employees, contractors, workers in our supply chain, members of the communities where we are active and others potentially affected by our activities. Through Teck's Expectations for Suppliers and Contractors, we expect suppliers to share this commitment and to have processes and practices that respect the human rights of our employees and contractors, and that are appropriate to the location and context in which their activities take place. We operate in compliance with all local labour laws.

We do not tolerate the use of forced labour, child labour or human trafficking of any kind in our operations or supply chain. As of December 31, 2024, child labour and forced labour were not considered significant risks for any of our operations. See page 85 of the Human Rights chapter for more details on our approach to modern slavery.

We have relationships with unions at four operations in Canada and Chile. In total, 55.8% of our workforce was unionized in 2024.[28] Table 18 presents a list of collective bargaining agreements covering unionized employees at our principal operations. At Quebrada Blanca, negotiations commenced with Union 1 in early 2025 following the successful negotiation of two collective agreements with Union Admin and Union 2 in 2024. Negotiations are also planned with both Carmen de Andacollo unions later in 2025. The right to freedom of association and collective bargaining is not at risk at our operations, due to their locations in jurisdictions with strong labour laws.

Table 18: List of Collective Agreements

OPERATIONS	EXPIRY DATE
Carmen de Andacollo	September 30, 2025 (Operators' Union) September 30, 2025 (Supervisors' Union)
Highland Valley Copper	September 30, 2026
Quebrada Blanca	January 31, 2028 (Union Admin) November 30, 2025 (Union 1) March 31, 2028 (Union 2)
Trail	May 31, 2027

ATTRACTION, ENGAGEMENT AND DEVELOPMENT

Talent Attraction

Teck undertook a number of activities in 2024 to enhance our talent attraction. In 2024, we continued to experience competitive talent markets where we operate, with 650 total new hires.[29] The implementation of seven recruitment marketing activities and campaigns, three unique recruitment-related technologies online, and engagement with 6,000+ students across Canada helps Teck attract top talent and a sufficient volume of applications to fill vacancies, with a focus on professionals in-training in engineering, geoscience, and business and technology.

In 2024, 29% of total new hires (188) were women.[29] For a breakdown of new hires by age group, gender, region and Indigeneity, see our Sustainability Databook.

Employee Turnover

For an overall understanding of workforce dynamics and changes, we track employee turnover, including voluntary resignations, involuntary layoffs, and retirements. Industry growth, increased mobility and the shift toward flexible work approaches have resulted in a very competitive market for talent, which has affected turnover. In response to these shifting expectations, we have adjusted our approach to compensation, benefits, development and work conditions in order to engage and retain our employees.

In 2024, our voluntary turnover rate (including resignations and retirements) was 6.6%, and our overall turnover rate was 12.9% for regular employees.

Employee Well-Being

In late 2023, we formed a Well-Being Community of Practice, with representatives from human resources, health and safety, and other offices globally to focus on well-being initiatives and to share best practices. In 2024, we launched several campaigns focused on mental health and financial well-being. Webinars were held on topics such as raising awareness on the importance of mental health, introducing psychological safety in the workplace, overcoming burnout, mental health in the kitchen, basics of investing, managing finances and tax considerations, personal budgeting, buying a home, etc.

For more information on supporting well-being and workplace flexibility, see the Our People and Culture section of Teck's Management Approach to Sustainability.

Maternity and Parental Leave

In the three main jurisdictions where we operate, we offer top-up payments to employees on parental leave in addition to minimum legislative requirements. For salaried employees in Canada, we provide a 19-week top-up in salary to the parent who gives birth. In Chile, in addition to following legislative requirements, we also provide top-up payments to birth parents for 30 weeks. In the U.S., Teck provides 16 weeks of paid recovery leave to the parent who gives birth, immediately following the birth of their child, for all regular employees. For more information on maternity and parental leave, see the Our People and Culture section of Teck's Management Approach to Sustainability.

[28] Does not include joint venture workforce numbers.
[29] Hiring data includes regular employees only.

ATTRACTION, ENGAGEMENT AND DEVELOPMENT (continued)

Table 19: Return to Work and Retention Rates After Parental Leave

	2024		
	Women	**Men**	**Undeclared**
Number of employees who took parental leave	**44**	**50**	**N/A**
Number of employees who returned to work after parental leave ended[1]	**23**	**55**	**N/A**
Number of employees who returned to work after parental leave ended and who were still employed 12 months after their return to work	**24**	**48**	**N/A**
Return to work rate of employees who took parental leave (%)[2]	**52.3%**	**110.0%**	**N/A**
Retention rate of employees who took parental leave (%)[3]	**75.0%**	**88.9%**	**N/A**

(1) Includes regular 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. A percentage over 100% indicates that the number of employees who returned from parental leave in a reported year is greater than the number of employees who took parental leave that same year.
(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.

CASE STUDY: WORKPLACE MENTAL HEALTH TRAINING AT HVC

At Teck, mental health is an important component of our goal of everyone going home safe and healthy every day. Over the past two years, our Highland Valley Copper (HVC) Operations developed mental health training sessions for employees, a component of efforts to strengthen workplace psychological safety, mental health and well-being.

Following a pilot training session in 2023, HVC organized 12 mental health training sessions in 2024, facilitated by the Canadian Mental Health Association (CMHA), BC Division. 250 employees participated in these sessions, with training on mental health fundamentals, taking action to provide support and building a psychologically safe workplace.

“I truly valued the Mental Health Workshop with CMHA. This training influenced the way I interacted with my team, ensuring they felt supported and understood,” said Kyle Duhamel, Senior Coordinator, Improvement at HVC.

Read the full case study on our website.

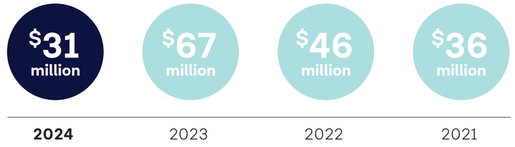
Pictured: Employee at Highland Valley Copper Operations, Canada.

TRAINING AND DEVELOPMENT

Teck has programs in place to provide for 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, which can include training provided by Teck trainers or by external consultants, include basic compliance training. In 2024, 94.4% of employees at Teck received training.

We continue to conduct Leading for the Future and Leading for Excellence, our in-house leadership development programs for supervisors and managers respectively. In partnership with B.C.'s Simon Fraser University, select employees also attended virtual courses for the Graduate Diploma in Business Education and the Executive Master of Business Administration. With the new configuration of our Learning Management System, we were also able to deliver new computer-based training modules on legal compliance, cybersecurity, a respectful workplace and procurement. Previously, these programs would have been developed, deployed and monitored externally. For more details on these programs, see the Our People and Culture section of Teck's Management Approach to Sustainability.

Figure 21: Investment Spend on Training[1]



(1) Includes data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

Table 20: Average Hours of Training by Employee Category and Gender[1]

Type	2024	
	Men	Women
Senior Management	8	12
Middle Management	48	32
Operational and Technical Positions	50	43

(1) For definitions of Senior Management, Middle Management, and Operational and Technical Positions, see our Sustainability Report Glossary.

PERFORMANCE AND DEVELOPMENT MANAGEMENT

Through performance and development management processes, salaried employees at Teck have regular performance reviews, development planning and career conversations with their supervisors. In 2024, all regular salaried employees, of which 34.8% were women, 65.0% were men and 0.2% were undeclared or non-binary, participated in our regular performance and development process, which includes setting objectives, mid-year reviews and year-end reviews.

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. In 2024, we conducted our training programs using a hybrid format to support the development of inclusive leaders in a remote work environment. As such, in 2024 we delivered five cohorts of Leading for the Future, three cohorts of Leading for Excellence and one cohort of Leading Together. North America hosted five of these cohorts and South America hosted four.

Outside of these programs, each business unit may provide tailored leadership development opportunities. For example, at our Red Dog Operations, the Accelerated Leadership Development program further expanded in 2024, welcoming an additional 12 NANA[30] shareholder employees. Through this program, emerging future leaders and NANA shareholders participate in a nine-month development program that includes leadership training, coaching and mentoring. 34 NANA shareholder employees have successfully completed the program since its inception in 2020.

Engaging Employees

Teck conducts an Inclusion and Engagement survey, which serves as a key feedback mechanism for all regular and fixed-term employees. The last survey was conducted in 2022, in which over 7,000 employees responded across our operations, representing 59% of our workforce at the time. The next survey is scheduled for early 2025.

In 2024, Teck also launched the employee pulse survey, a bimonthly survey that provides employees the opportunity to provide feedback and to help inform how we can improve work at Teck. Since its launch in September 2024, over 2,000 employees have responded across our operations.

Teck's *Connect* magazine is an online source for company-wide communications in which we celebrate our people, our successes and what we value most. Visit our website to read the latest and archived volumes of *Connect*.

[30] NANA Regional Corporation (NANA) is a for-profit Alaska Native Corporation (ANC) formed as a result of the *Alaska Native Claims Settlement Act* (ANCSA), passed by Congress in 1971. NANA is owned by the more than 15,000 Iñupiaq shareholders, or their descendants, who live in or have roots in Northwest Alaska. The NANA region, located largely above the Arctic Circle, encompasses 38,000 square miles and includes 11 communities. NANA owns both the surface and subsurface rights to the Red Dog mine, which is located within this region.

EQUITY, DIVERSITY AND INCLUSION

In 2024, we continued to work towards building a diverse workforce that includes more women, Indigenous Peoples, persons of colour, persons with disabilities and 2SLGBTQI+ community members. With nine EDI Committees representing different parts of the business, we are focusing on a number of initiatives tied to the four areas of our Equity, Diversity and Inclusion Strategy shown in Table 21. For information about Indigenous employment in 2024, see the Relationships with Indigenous Peoples chapter on page 16.

Table 21: Implementation of the Equity, Diversity and Inclusion Strategy

EQUITY, DIVERSITY AND INCLUSION OUTCOMES	2024 EXAMPLE ACTIVITIES
Leadership: Strengthen accountability of senior management for delivery of our strategy in alignment with our business and community priorities	Integrated the Respectful Workplace Policy and Standard, including the launch of an e-learning module and Crew Talks, available to all and completed by 96% of our people. Improved how we measure our progress by integrating more demographic data into dashboards and talent processes, such as the development of an Indigenous Talent Dashboard and integration of intersectional data into our talent pipelines and succession planning.
Attract & Retain Talent: Our workforce is representative of the communities in which we work, with equitable opportunities to grow and advance at Teck	Advanced inclusion of persons with disabilities, exceeding the Chilean *Labour Inclusion Law* requirement, with 1.4% of Teck's Chilean workforce identifying as persons with disabilities. To increase understanding of disability inclusion, held a webinar series, learning sessions and a discussion circle during the year. Assessed and announced a gender representation target to foster accountability to continue progress on gender equity at Teck, while continuing to offer targeted development opportunities, such as the WoomUp Women's Mentorship Program and participation in the International Women in Resource Mentoring Program. Developed an Indigenous employment procedure and smudging guideline, informed by feedback from Indigenous employees, to increase cultural safety and to guide approaches to hiring and advancing Indigenous talent.
Communication & Learning: Integrate learning opportunities to increase awareness and influence behaviour to support a more respectful and inclusive culture	Developed and delivered expansions of EDI Foundations Training, including an Inclusive Language Training module for the exploration department and bystander intervention training for our sites. Recognized 20 days of EDI significance to increase understanding across identities. Many of these observances were led by employees, including an Asian Heritage Month, and a Black History Month book club with over 200 participants. Fostered understanding of the history, rights, culture and realities of Indigenous Peoples through Indigenous Cultural Awareness Training in Canada (see Relationships with Indigenous Peoples chapter for more details).
Employee Experience: Create an inclusive environment where we celebrate differences and readily speak up	EDI Committees across the business continued to foster a culture of inclusion and belonging through Employee Inclusion Networks and EDI Committees. Teck has EDI Committees at each of our sites and in most global functions to take action on our EDI Strategy. Employee Inclusion Networks foster belonging, community and solutions, including Indigenous Employee Gathering, Latin Roots Alliance, PRIZMA and Rainbow Alliance, and local and global Women's Network. Launched the Four Directions Wellness and Inclusion Centre at Highland Valley Copper. Led by the Indigenous Advisory Council, the centre will promote cultural safety and understanding.

EQUITY, DIVERSITY AND INCLUSION (continued)

Representation of Women at Teck

As part of our work to create an equitable and inclusive workplace, Teck has set a goal to increase the number of women in our workforce to 30% by 2030. There were over 1,953 women working at Teck at the end of 2024, which represents 26% of the total workforce, as compared to 1,953 women (25%) in 2023.[31] In addition, 29% of total new hires (650) in 2024 were women. At the end of 2024, women represented 33% of Independent Board Members (27% of all directors) and held 50% of Board leadership positions (Chair of Board/Board Committee). There were two women (22%) in executive management (C-suite) and 759 women (32%) in all management at the end of 2024.

Table 22: Women in Leadership and Technical Positions Category[(1)]

	2024
Board of Directors	**27%**
Senior Management	**25%**
Middle Management	**29%**
Junior Management	**34%**
Operational or Technical Positions	**19%**

(1) For definitions of Senior Management, Middle Management, Junior Management, and Operational or Technical Positions, see our Sustainability Report Glossary.

Remuneration at Teck

Teck provides a fair living wage that is above the local minimum wage to all employees at Teck-controlled operations. For our hourly employees, see Table 23 for the ratios of entry-level wage compared to local minimum wage by gender.

In 2024, we conducted a living wage review for all our regular employees at Teck-controlled operations in Canada, the U.S. and Chile. 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.[32]

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. We disclose in Table 24 the percentage increase in compensation ratio for both the highest-paid Teck employee and median annual salary changes. In the same table, we also disclose the ratio of pay for the highest-paid employee to the median annual total compensation of all employees.

Table 23: Entry-Level Wage Compared to Local Minimum Wage[(1),(2),(3)]

	2024		2023		2022	
Countries	**Women**	**Men**	Women	Men	Women	Men
Canada	**2.1 : 1.0**	**2.1 : 1.0**	1.9 : 1.0	1.9 : 1.0	1.9 : 1.0	1.9 : 1.0
United States	**2.2 : 1.0**	**2.2 : 1.0**	2.2 : 1.0	2.2 : 1.0	2.3 : 1.0	2.3 : 1.0
Chile[(4)]	**1.5 : 1.0**	**1.5 : 1.0**	1.6 : 1.0	1.6 : 1.0	1.8 : 1.0	1.8 : 1.0

(1) For Canada, Teck wages are compared against the B.C. minimum wage. For the United States, Teck wages are compared against the Alaska minimum wage. In Chile, they are compared against the national minimum wage.
(2) The figures represented in this table are for hourly employees, and do not include contractors.
(3) 2023 and 2022 data includes Teck's previously owned steelmaking coal operations, which were sold in 2024.
(4) The figures representing Chile are for the lowest-paid operations role, as Chilean operations do not have hourly employees.

Table 24: 2024 Annual Total Compensation Ratio and Percentage Increase in Annual Total Compensation Ratio[(1),(2),(3)]

ANNUAL TOTAL COMPENSATION RATIO	PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO		
	Highest Paid[(4)]	**Median of All Employees[(5)]**	**Ratio**
105 : 1	6.8%	-4.9%	-1.4 : 1.0

(1) This table presents the ratio of the percentage increase in annual total compensation for the highest-paid individuals to the median percentage increase in annual total compensation for all employees.
(2) Data includes salaried/hourly, union/non-union employees in three regions with significant operations (Canada/U.S./Chile). Total compensation includes base salary (2,080 hours per year * hourly rate for hourly employees), target bonus (not actual), target profit share (not actual), target long term incentive (not actual), other fixed payments (Chile only).
(3) The median total direct compensation is calculated for all employees, excluding contractors, based on estimates. To harmonize the median across all regions, total compensation is converted to Canadian dollars. Currency exchange rates affect the year-over-year comparison of median values in currencies other than Canadian dollars.
(4) Includes President and CEO.
(5) The median total direct compensation is calculated for all employees, excluding contractors, based on estimates.

Gender Pay Equity Review

Since 2017, we have conducted our annual Gender Pay Equity Review for salaried, non-union employees in Canada, Chile and United States, with the objective that women and men 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 2024, 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 women employees in the company. We plan to continue to maintain gender pay equity in the organization and conduct reviews annually.

[31] 2023 value for number of women excludes Teck's previously owned steelmaking coal operations, which were sold in 2024.
[32] Due to data availability, the following family structures are used: 1. Canada: Two adults (both working) and two children 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.; Canada; Chile.

EQUITY, DIVERSITY AND INCLUSION (continued)

Table 25: Ratio of Basic Salary and Remuneration in 2024[1],[2]

EMPLOYEE CATEGORY	AVERAGE BASIC SALARY (Women : Men)	AVERAGE REMUNERATION (Women : Men)
Canada[3]		
Senior Management	0.9 : 1.0	0.9 : 1.0
Middle Management	1.0 : 1.0	1.0 : 1.0
Professionals	1.0 : 1.0	0.9 : 1.0
Professional Support	0.8 : 1.0	0.8 : 1.0
Administration	1.0 : 1.0	1.0 : 1.0
Hourly/Operators	0.9 : 1.0	0.9 : 1.0
United States		
Senior Management	0.8 : 1.0	0.7 : 1.0
Middle Management	0.9 : 1.0	0.9 : 1.0
Professionals	0.9 : 1.0	0.9 : 1.0
Professional Support	0.8 : 1.0	0.8 : 1.0
Administration	1.0 : 1.0	1.0 : 1.0
Hourly/Operators	0.9 : 1.0	0.9 : 1.0
Chile		
Senior Management	1.0 : 1.0	1.1 : 1.0
Middle Management	1.0 : 1.0	1.0 : 1.0
Professionals	0.9 : 1.0	0.9 : 1.0
Professional Support	1.1 : 1.0	1.0 : 1.0
Administration	1.0 : 1.0	1.0 : 1.0
Hourly/Operators	0.8 : 1.0	0.8 : 1.0

(1) For definitions of employee categories, see our Sustainability Report Glossary.
(2) Remuneration is calculated as total compensation, which includes base salary (2,080 hours per year * hourly rate for hourly employees), target bonus (not actual), target profit share (not actual), target long term incentive (not actual), other fixed payments (Chile only).
(3) Includes President and CEO.

Employee Feedback, Incidents and Grievances

The Respectful Workplace Policy and Standard, as well as our Code of Sustainable Conduct, Code of Ethics and Health and Safety Policy, set out our expectations for a safe, inclusive and respectful workplace. Employees and contractors are expected to report all incidents of prohibited workplace conduct to a supervisor, local Human Resources, a senior member of Teck's Human Resources or Legal teams, or through our publicly available and independent *Doing What's Right* hotline.

As set out in our Respectful Workplace Policy and Standard, discrimination and harassment, bullying and intimidation, including sexual harassment in the workplace, are unacceptable and will not be tolerated at Teck. A breach of the Respectful Workplace Standard can result in corrective action up to and including termination of employment and, if warranted, referral to the relevant authorities.

In 2024, we dealt with individual reports of harassment through our human resources procedures and received 10 allegations of discrimination through our whistle-blower hotline (the *Doing What's Right* hotline). 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.

Preventing and Addressing Gender-Based Violence and Harassment

We believe in creating a safe, inclusive and healthy workplace in which every person is treated with dignity and respect, so our people can go home safe and healthy every day. We recognize that one of the risks in our industry is gender-based violence and harassment (GBVH), so we take a proactive and prevention-focused approach to addressing it.

In 2024, we implemented our Respectful Workplace Policy and a Respectful Workplace Standard, which we initially adopted in 2023. The policy and standard emphasize the need to speak up when individuals witness or experience prohibited workplace conduct, including GBVH. We define GBVH in the Respectful Workplace Standard as sexual harassment, sexual assault, sexual coercion or solicitation, sexual hostility and unwanted sexual attention where such behaviours are committed against someone based on their sex, gender, gender expression, gender identity or perceived gender.

As part of our implementation of the Respectful Workplace Standard, all staff and many contractors completed interactive training through e-modules and Crew Talks and some people leaders completed in-person training. This training highlights how to recognize disrespectful conduct and options for reporting it.

Additionally, Teck established a Gender-Based Violence and Harassment Procedure, which outlines how we will respond to reports of GBVH. The procedure provides guidance on reporting, responding to and investigating cases of GBVH responsibilities, and commits to addressing cases involving GBVH with a trauma-informed approach. In 2024, we trained 200 of our Human Resources, Health and Safety, and Security team members on trauma-informed practices when receiving, responding to and investigating reports related to GBVH. We are working to strengthen and sustain a trauma-informed practice through further training and coaching.

Aligned with our GBVH Procedure, Teck implemented a Confidential Reporting, Investigations and Remediation Procedure, which sets a global standard for how matters that require investigation are handled, reported, escalated and resolved. Furthermore, our Confidential Reporting, Investigations and Remediation Procedure established a Remediation Committee, which is engaged for high-priority investigations. This committee includes the Global Director of Ethics and Compliance; Executive Vice President and Chief Legal and Sustainability Officer, or designated Senior Legal leader; Executive Vice President and Chief People Officer, or designated Senior Human Resources leader; and at least one Senior Vice President of Operations, or designated Senior Operations leader.

We recognize those who experience GBVH and other forms of violence, harassment and discrimination may face many barriers to speaking up. Our policies and procedures include provisions for confidentiality, protection against retaliation, and supports through medical and psychological healthcare (through employee benefits and other services).

In addition, at certain operations, Teck has developed Inclusion Centres with counsellors to support employees and contractors on our sites when they need it. In 2024, leveraging learning from our Centres at Quebrada Blanca Operations and Red Dog Operations, we launched a Centre at Highland Valley Copper Operations. In addition to providing counselling support, the Centres continue to foster understanding and build skills around respectful workplace and wellness topics, such as bystander intervention, work-life balance, and avoiding and addressing microaggressions.

EQUITY, DIVERSITY AND INCLUSION (continued)

CASE STUDY: INCLUSION NETWORKS ACROSS TECK

Employee inclusion networks serve as a systematic approach to addressing systemic inequities and to support respect, inclusion and belonging at Teck. They bring a group of people together to advance a sense of community and belonging among employees who share a common aspect or identity and to create a space to identify challenges and amplify solutions. These groups help guide policy and engagement to foster a sense of belonging at Teck.

Some of these inclusion networks include:

- Rainbow Alliance and Chile-based PRIZMA: focused on promoting a safe workplace and creating a space where 2SLGBTQI+ employees and allies can share ideas, support each other, and advance actions for equity and inclusion at Teck
- Latin Roots Alliance: aimed at building community and belonging for employees of Latin American descent in North America; celebrates Latin American culture, fosters networking and connections, and offers professional development opportunities
- Women's Network: seeks to connect, include and advance women through engaging workshops and meaningful dialogue globally
- Women in Mining groups: advocate and act to improve working conditions for women at Red Dog and Highland Valley Copper operations

Read the full case study on our website.

BUSINESS CONDUCT

2024 HIGHLIGHTS

- Implemented a global Third-Party Due Diligence Procedure to enable more effective and timely due diligence on third parties consistently across Teck
- Undertook a *Doing What's Right* program awareness campaign to promote Teck's investigations procedures and to reinforce the importance of individual actions and ways to speak up regarding concerns

GRI INDICATORS

2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 3-3, 201-4, 203-2, 205-1, 205-2, 205-3, 207-1, 207-2, 207-3, 207-4, 415-1. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our shareholders, employees, contractors and suppliers, local communities and regulators.

HOW DOES TECK MANAGE THIS TOPIC?

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

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Employees at Vancouver Head Office, Canada.

OUR 2024 BUSINESS CONDUCT PERFORMANCE

Context

As an industry that operates in a wide range of jurisdictions, business conduct and anti-corruption are a major focus for mining. International initiatives such as the Extractive Industries Transparency Initiative (EITI) and national regulations such as the *Extractive Sector Transparency Measures Act* (ESTMA) in Canada serve as widely accepted standards for the open and accountable management of resources, contributing to the deterrence of corruption in the extractives sector. The International Council on Mining and Metals (ICMM) Principles require ICMM member companies to implement and maintain ethical business practices that seek to prevent bribery and corruption.

Teck operates primarily in Canada, the United States and Chile, which all have generally robust legal systems and well-established political processes. Our aim is to minimize adverse impacts from our activities, to earn trust and to build partnerships that support sustainable development and growth. For details on corporate governance for sustainability matters, see the Responsible Business section of Teck's Management Approach to Sustainability.

OUR COMMITMENTS

We maintain a focus on strong ethics within our corporate culture, in alignment with our values. Our Code of Sustainable Conduct requires employees and contractors to comply with applicable laws and regulations and with all Teck policies and standards. Our Code of Ethics sets out the ethical principles that every employee, officer and director of Teck is required to adhere to. Our approach to taxation, including tax reporting, is aligned with our Code of Ethics as outlined in the Responsible Business section of Teck's Management Approach to Sustainability. We aim to be, in all tax matters, compliant, transparent, cooperative and ethical, as outlined in our Tax Policy.

Our Political Contributions Policy includes our commitment to zero corporate political contributions and to compliance with rules relating to election activities and attending partisan events.

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, data privacy and third-party due diligence. While Teck's business practices must consider the local customs of the communities in which we operate, we maintain the same standards of behaviour in all jurisdictions, and our business practices are fundamentally based on honesty, integrity and respect.

Teck's activities are subject to applicable laws within the jurisdictions in which we operate. When engaging public officials, in addition to our own policies, 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

Doing What's Right describes what is expected of everyone at Teck to conduct our business with honesty, integrity and respect. Teck's Code of Ethics outlines in detail how to meet these expectations. Our employees, contractors and suppliers can report any violations, or potential violations, of our Code of Ethics through our *Doing What's Right* program, which includes a confidential whistle-blower hotline and web portal, which are managed by a third party. The hotline is available in all relevant languages in the countries where we operate. Teck has a strict policy prohibiting retaliation in relation to Code of Ethics reports made in good faith. For more details on Teck's *Doing What's Right* program, see the Business Conduct section of Teck's Management Approach to Sustainability.

In 2024, Teck undertook an awareness campaign on the purpose and availability of the *Doing What's Right* program and reporting tools. The campaign aimed to build employees' understanding of the *Doing What's Right* program's function, to promote employee confidence in Teck's investigations procedures, to reinforce the importance of individual actions and ways to speak up regarding concerns, and to drive employee behaviours that align with Teck's values.

Through this program, we received 186 reports of alleged violations of our Code of Ethics in 2024. The areas for which we received the greatest number of reports were regarding employee relations (38%), bullying and harassment (24%) and inappropriate behaviour (9%). Of these, 108 cases were closed following an investigation or were closed on the basis that no investigation was necessary. The remaining 78 cases are still under investigation. In 2024, there were no confirmed incidents of conflicts of interest; one case is still under investigation. The Audit Committee receives and reviews quarterly reports on the investigation and resolution of complaints raised through the whistle-blower hotline.

No criminal cases regarding bribery were brought against Teck or any of its affiliates in 2024, 2023 and 2022.

ANTI-BRIBERY AND CORRUPTION

Teck's Anti-Bribery and Corruption Compliance Policy and Interpretation Guide supplements the Code of Ethics and reinforces Teck's commitment to work against corruption in all its forms. All employees are required to certify that they have read and understood these policies, including that nonconformity would lead to disciplinary action. They also undergo online anti-corruption training at least every two years. We have criteria in place to determine which employees are required to complete in-person anti-corruption training based on location, potential engagement with government and a number of other factors. Based on these criteria, 2,536 employees were required to participate in anti-corruption training in 2023/24, and 96% of those employees have completed the training. Table 26 provides more information about training on anti-corruption procedures.

Table 26: Number of Employees Who Have Received Training on Anti-Corruption During the 2023/24 Training Cycle

COUNTRY	NUMBER OF EMPLOYEES
Canada	958
United States	111
Chile	1,266
Other Locations (China, Australia, Ireland, Mexico, Namibia, Peru, Türkiye and Japan)	100
Total	**2,435**

In addition to engaging with employees, Teck communicates its anti-corruption policies and procedures to members of our Board of Directors. The President and Chief Executive Officer, who is a Board member, receives anti-corruption training in the role as an employee of Teck, and all governance members are expected to complete an annual Code of Ethics Acknowledgement.

Our Anti-Bribery and Corruption Compliance Policy and Interpretation Guide is reviewed regularly to assess whether it adequately addresses our company-wide exposure to bribery- and corruption-related risks, and internal audits are conducted on a periodic basis at specific sites to assess compliance with the Anti-Bribery and Corruption Compliance Policy. No incidents of corruption were identified in 2024. In 2024, 100% of all operating sites had conducted an anti-bribery and corruption risk assessment.

In 2024, Teck continued to roll out training and a new global Third-Party Due Diligence Procedure to enable more effective and timely due diligence on third parties consistently across Teck. We have adopted this procedure to help protect Teck against business, legal and reputational risks related to the actions of Teck's suppliers by establishing risk-based diligence and approval processes to engage or renew suppliers, and ongoing controls to reduce post-engagement risks associated with suppliers. This procedure supports Teck's Anti-Bribery and Corruption Compliance Policy and is primarily focused on reputational, bribery, corruption and sanctions risks. Under our risk analysis, service providers who may have contact with, or who have the potential to have contact with, government officials on Teck's behalf are included in Teck's due diligence program. In 2024, no potential suppliers were flagged as having anti-corruption and/or anti-bribery risks that disqualified them from conducting business with Teck.

Fraud

The Executive Vice President and Chief Legal and Sustainability Officer reports to the Audit Committee on a quarterly basis on any cases of fraud identified or reported through the whistle-blower hotline. Two allegations of fraud were investigated and reported to the Audit Committee during 2024. We received no allegations regarding alleged breaches of competition laws.

CYBERSECURITY

Teck mitigates cyber risk through management and governance of digital technology and security safeguards for data privacy. Our risk-based cyber security strategy is aligned with the Cybersecurity Framework (CSF) from the National Institute of Standards and Technology (NIST). All individuals granted access to Teck digital systems, including consultants, contractors, temporary employees and third-party service suppliers are required to read and acknowledge Teck's Cyber Acceptable Use Standard. Role-specific training is available for those performing more sensitive work related to systems administration or data privacy and we run a program of simulated phishing and reporting to help sensitize employees to the risks and impacts of operating in cyberspace.

As Teck further integrates digital technologies in our operations, our tactics for managing cybersecurity and data privacy risks will continue to evolve. For details on the governance and management of cybersecurity, see the Business Conduct section of Teck's Management Approach to Sustainability.

In 2024, activities included:

- Initiating a new operating model for Digital Risk and Cybersecurity, focused on the use of international standardized frameworks, to align with Teck's new enterprise strategy and the enterprise operating model
- Completing a program to improve Teck's cybersecurity posture that focuses on hardening cyber security controls and making Teck more resilient
- Introducing risk-focused cyber security metrics aligned to the NIST CSF
- Assuring robust cyber security protocols in place throughout the sale process for our steelmaking coal operations
- Continuous monitoring of Teck's cyber environment for threat detection and response

PUBLIC POLICY INITIATIVES

We focus on being a collaborative partner with governments in the jurisdictions where we operate, and we engage regularly in public policy initiatives that support the competitiveness and sustainability of our industry. In 2024, we engaged governments on several public policy, legislative and regulatory initiatives of relevance to Teck.

Environmental Initiatives

Climate change policies: Teck continued advocating to governments across Canada for policies that support the competitiveness of Canadian emissions-intensive trade-exposed (EITE) sectors. We engaged the Government of Canada and the B.C. Government in support of climate action policies to address the competitiveness challenges resulting from internationally varied climate change policies. Also included is our input to the B.C. Government on its new provincial carbon pricing regime that came into effect in April 2024, and for the B.C. Government's Net-Zero New Industry Policy.

Advancing a global green corridor: Teck and other industry leaders are advancing work on a North Pacific Green Corridor Consortium (NPGCC) to decarbonize the value chain of critical minerals, metals and other low-carbon products between the Canadian Pacific coast and our partners in the Indo-Pacific region. The NPGCC officially launched in April 2024 as a Canadian not-for-profit organization to lead the decarbonization efforts. Teck is represented on the NPGCC Board of Directors.

Biodiversity and conservation initiatives: As part of Teck's commitment to supporting biodiversity and land conservation in the areas where we operate, we are active in the World Economic Forum's Champions for Nature.

Grid infrastructure to electrify mining operations: Teck engaged the Governments of Canada and B.C. on how to accelerate permitting and construction of additional electricity transmission capacity.

Socio-Economic Initiatives

Growing global critical minerals sectors: Teck continued to engage with policy-makers in Canada, the United States, Chile, Peru, the United Kingdom and the European Union on critical minerals policies and programs to boost the global sector. This included participating in a wide variety of forums and discussions pertaining to understanding and de-risking the global critical minerals supply chain. Critical minerals and metals are essential in the development of green, low-carbon technologies as well as in important security and communications infrastructure.

Advancing critical mineral projects: Teck engaged with governments on our projects including extending the life of our Red Dog zinc mine in Alaska and Canada's largest copper mine, Highland Valley Copper in B.C.; the Zafranal Project in Peru, the San Nicolás Project in Mexico, a potential Electric Vehicle Battery Recycling project at our Trail Operations the Galore Creek Project in B.C., and the NewRange Project in Minnesota.

Collaboration between governments for sustainable mining: Teck played a role in the development of a Memorandum of Understanding between the Government of Canada and the Government of Chile to increase bilateral cooperation on critical minerals and the sustainable development of minerals and metals in both countries.

Increased Indigenous participation in the mining sector: Teck is pleased to see that the participation of Indigenous Peoples and Indigenous businesses in the mining sector is steadily increasing. Mining activity has positive impacts, such as employment creation, opportunities for education and training, local economic development and valuable community investment projects. As such, we encourage governments to consider ways to continue increasing Indigenous participation in the mining sector, including through greater access to capital for equity participation in mining projects, and investments in education and training for mining-related employment.

Cost-competitiveness: Teck continued to engage the Government of Canada and the B.C. Government to address cost-competitiveness issues relating to carbon taxation and EITE sectors, transportation and logistics costs, import tariffs, and other federal and provincial tax and regulatory measures.

Investments in Western Canada's supply chains: Teck is a major Canadian transportation stakeholder and a leading commodity exporter from Canada's Pacific coast ports. Our export competitiveness depends on supply chain infrastructure and trade corridors that are reliable, cost-effective and efficient. As such, we continued to communicate with the Governments of Canada and B.C. about the need for new federal and provincial investments into more resilient supply chain infrastructure that enables efficient trade between Western Canada and key markets abroad.

Youth in industry initiatives: Teck is working with industry associations to educate, attract and mentor young individuals entering the mining community. Government, along with several industry associations and agencies within the U.S., views the current replacement workforce as insufficient to meet future needs.

Trade relations with key export markets: Teck continued to work with the Government of Canada on enhancing relationships with key export destinations, primarily in the U.S. and the Indo-Pacific region. This included advocating for addressing tariffs, non-tariff barriers and greater cross-border regulatory alignment, as well as advancing new opportunities in Japan, South Korea, India, the U.S., Europe and other partner jurisdictions.

U.S. permitting reform: Teck worked with U.S. legislators, agencies and industry associations to provide education on current mining permitting and regulatory processes. We encouraged refinement within the permitting regime that could improve timelines and certainty while keeping appropriate regulations in place.

New Tarapacá Regional Development Strategy: Teck collaborated with the Regional Governor of Tarapacá, the University of Chile, industry peers and many others to design this new regional development strategy, which focuses on achieving 2030 goals for responsible production and greater social and economic development of the region.

Innovation Initiatives

Innovation in mining: Teck actively pursued government initiatives to advance innovation in our operating jurisdictions, including advancing collaboration with the Governments of Canada and B.C. for a potential Electric Vehicle Battery Recycling project at our Trail Operations. We also submitted feedback to the Government of Canada on updates to the federal investment tax credits for critical mineral production, processing and recycling, as well as for clean technology development and deployment.

Decarbonization: Teck engaged the Governments of Canada and B.C. on how it may support decarbonization efforts at our Canadian operations. Opportunities included submitting recommendations on the Government of Canada's Clean Technology Investment Tax Credit and requesting access to federal and provincial programs that advance research, development and deployment of new clean technologies that can significantly reduce GHG emissions at our operations.

PUBLIC POLICY INITIATIVES (continued)

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.

Through our membership in various industry associations, Teck strives to advance research, share best practices and exert a positive influence in a manner that aligns with our values. Our five largest contributions in 2024 were to the International Copper Association ($0.7 million), the International Council on Mining and Metals ($0.7 million), the Mining Association of Canada ($0.7 million), the International Zinc Association ($0.6 million) and the Mining Association of British Columbia ($0.5 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

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[33] through our ICMM membership.

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 annual ESTMA disclosure on the Regulatory Filings page on our website.

As outlined in our Political Contributions 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 any individual candidate seeking election at any level of government. In 2024, we did not make any direct financial or in-kind political contributions.

We voluntarily provide information on our tax payments in our principal operating countries on a country-by-country basis. Our full country-by-country tax payments aligned with the GRI Tax topic standard are available in our Sustainability Databook.

Payments Received from Governments

In certain jurisdictions we are obligated to publicly report funding we applied for and received from any government around the world. In 2024, Teck received $300,000 from the Government of Canada's Student Work Placement Program.

Sustainable Finance

In 2024, Teck renewed its sustainability-linked loan (SLL), which links the cost of our revolving credit facility to measurable sustainability targets focused on reducing carbon emissions, improving health and safety, and strengthening gender diversity in our workforce.

[33] Teck holds a 22.5% ownership in the Antamina copper and zinc mine in Peru through a non-controlled joint venture. Peru is an EITI-implementing country.

BIODIVERSITY

2024 HIGHLIGHTS

41:1 ratio of area land conserved, protected and reclaimed versus land disturbed since 2020

17 hectares (ha) of total land reclaimed during the current year

Published the Teck Climate Change and Nature 2024 Report aligned with the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations and Task Force on Climate-Related Financial Disclosures (TCFD)

GRI INDICATORS

2-23, 2-24, 2-27, 3-3, 304-1, 304-2, 304-3, 304-4, 14.4.1, 14.4.2, 14.4.3, 14.4.6, 14.4.7. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by government, Indigenous Peoples, local communities and society.

HOW DOES TECK MANAGE THIS TOPIC?

Information about how we manage biodiversity,[34] including relevant policies, management practices and systems, is available for download on our website.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations and sites in active closure, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

[34] Biodiversity: The variability among living organisms from all sources, including terrestrial, marine and other aquatic ecosystems and the ecological complexes that they are a part of; this includes diversity within species, between species and within ecosystems. For more definitions, see our Sustainability Report Glossary.

Pictured: Employee at Highland Valley Copper Operations, Canada.

Performance Metrics[1]

Indicator: Number of sites with completed biodiversity loss-gain accounting[2]

2024:	5 sites (71%)
2023:	4 sites (57%)
2022:	3 sites (43%)

Indicator: Area reclaimed (on-site) during the current year

2024:	17 ha
2023:	30 ha
2022:	22 ha

Indicator: Area restored or conserved (off-site) during the current year

2024:	3 ha
2023:	37,884 ha
2022:	13,858 ha

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.
(2) Includes operating sites and sites in the active closure stage.

See Teck's Climate Change and Nature 2024 Report for details on metrics to assess and manage material nature-related impacts, dependencies, risks and opportunities.

OUR 2024 BIODIVERSITY PERFORMANCE

Our Targets and Commitments Teck works to avoid, minimize and mitigate impacts on biodiversity at our operations to the extent possible, as outlined in the Biodiversity section of Teck's Management Approach to Sustainability. Our contribution to a nature positive future includes securing a net positive impact on biodiversity in areas affected by our activities and, by 2030, conserving, protecting and restoring land and biodiversity that exceeds the disturbance caused by our mining activities from a 2020 baseline, as described further below. One metric we are using to measure our progress is conserving or rehabilitating at least three hectares for every one hectare affected by our mining activities.

The following table summarizes our performance against our sustainability strategy and goals for biodiversity.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
Strategic Priority: Work towards securing a net positive impact (NPI) on biodiversity	
Goal: By the end of 2025, all operating sites have and are implementing plans to secure net positive impact.	The quantitative accounting of impacts on biodiversity and outcomes of predicted rehabilitation and potential offsets (referred to as loss-gain accounting) continued in 2024.
Goal: By the end of 2030, contribute to a nature positive future by: · working to achieve NPI compared to a 2020 baseline for all sites · accelerating our pace of rehabilitation to ensure it is in progress for all eligible land impacted by mining at our operations	In 2024, work commenced to evaluate eligible opportunities for progressive rehabilitation at our operations. Each operation furthered planning, developed or continued implementation of a biodiversity offset project in its local area, focused on a key ecological priority informed by scientific or Indigenous input.[35]
Goal: By completion of site closure, work towards achieving NPI compared to baselines at the time development commenced for our operations and sites in active closure.[36]	At our two sites in active closure, Duck Pond mine and Pend Oreille mine, biodiversity loss-gain accounting has been completed and work to secure potential offsets has advanced.[35]

[35] For information on the design and implementation of offsets, see the Biodiversity section of Teck's Management Approach to Sustainability.
[36] This goal was set in 2011 for sites in operation at the time and does not apply to sites that were closed before that date.

Context

In 2024, Teck enhanced our approach to biodiversity management by integrating new technologies and methodologies to better assess and mitigate our impacts. Our focus remains on achieving our targets and commitments, with an emphasis on implementing cost-effective solutions and partnerships with local and Indigenous communities.

Teck is committed to contributing to the global goal of halting and reversing nature loss by 2030, adhering to the biodiversity mitigation hierarchy, using nature-based solutions, and supporting the United Nations' Kunming-Montreal Global Biodiversity Framework and Sustainable Development Goal 15 (Life on land). Given our sites' presence within or adjacent to temperate, arctic, forested, mountain and desert landscapes, and adjacent to fresh water and oceans, biodiversity management is a priority for Teck.

As a Taskforce on Nature-related Financial Disclosures (TNFD) Early Adopter, we published the Teck Climate Change and Nature 2024 Report aligned with TNFD recommendations for our financial year 2023 outcomes.

BIODIVERSITY MANAGEMENT

Our sites manage biodiversity guided by our strategic priority of seeking to achieve NPI, meaning that — following the mitigation hierarchy of avoid, minimize, rehabilitate and offset — the biodiversity gains realized through mitigation activities in the regions where we operate are expected to exceed biodiversity losses from the impacts of our operations over the life of the asset. For more information, see the Biodiversity section of Teck's Management Approach to Sustainability.

Fundamental to Teck's avoidance approach are our commitments to not explore or mine in World Heritage sites, and to respect all legally designated protected areas, including International Union for Conservation of Nature (IUCN) category Ia, Ib, II, III or IV protected areas. We use the Integrated Biodiversity Assessment Tool (IBAT) to identify IUCN Red List species and national conservation list species and protected areas.

To demonstrate NPI from a pre-mining baseline, our operations use quantitative metrics aligned with TNFD recommendations for:

- Natural terrestrial, marine and other aquatic habitats and ecosystems
- Critical landscape functions
- Ecosystems and biodiversity elements prioritized through discussions with COIs, including irreplaceable or highly threatened populations and species of plants and animals

Biodiversity metrics are unified across all our sites into one consistent approach that measures biodiversity losses and gains through ecosystem mapping, vegetation quality assessments and habitat suitability indices. In 2024, Teck co-authored a paper on this topic titled "Vegetation quality assessment: A sampling-based loss-gain accounting framework for native, disturbed and reclaimed vegetation," which was published in the journal *Ecological Indicators*. The vegetation quality assessment is used at our sites as a quantitative measure of losses and gains in vegetation quality and extent.

We currently have biodiversity management plans (BMPs) at each of our operations that set out how our goal to achieve NPI can be met for each ecosystem and biodiversity element (EBE) by following the biodiversity mitigation hierarchy. BMPs are aligned with the International Council on Mining and Metals (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 and plan mitigation actions and associated engagement with COIs.

In 2024, all Teck sites continued to further detail and implement their BMPs. These BMPs and actions guide our work on securing NPI, the results of which form the basis of our site workplans to 2025. For more details on biodiversity management, see the Biodiversity section of Teck's Management Approach to Sustainability and our Climate Change and Nature 2024 Report.

In 2024, our Carmen de Andacollo Operations launched a Biodiversity Manual, a public environmental education project (in Spanish) that reflects scientific research on the unique plants and animals of the Coquimbo region, one of Chile's most biologically diverse areas. See the case study on page 73 for more information.

Table 27: Ratio of Land Conserved, Protected and Restored or Rehabilitated vs. Disturbed[1],[2]

	2024	2023	2022	2011
Area of land conserved, protected or reclaimed vs. land disturbed since 2020 (ha)	**51,849 : 1,274**	**51,831 : 1,218**	13,853 : 1,290	67 : 1,127
Ratio of area land conserved, protected and reclaimed vs. land disturbed since 2020	**41 : 1**	**43 : 1**	11 : 1	1 : 17

(1) The area of land conserved, protected and restored includes land conserved, protected and restored through partnerships with third-party organizations, conserved on-site, and rehabilitated or reclaimed previously disturbed land.
(2) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

BIODIVERSITY MANAGEMENT (continued)

Table 28: Key Activities and Accomplishments in Biodiversity in 2024

OPERATIONS	PERFORMANCE HIGHLIGHT
Trail Operations	An offsetting project was designed and executed to protect important wildlife habitat features for the western yellow-bellied racer, a snake species listed as Special Concern by the Committee on the Status of Endangered Wildlife in Canada (COSEWIC) and Blue-listed (threatened) by the B.C. Conservation Data Centre. The project included access control measures, habitat improvements and planning for long-term legal protection on two identified winter hibernation dens.

Teck's Nature Positive Commitment

In 2022, we announced our commitment to contribute to a nature positive future, meaning our goal by 2030 is that our conservation, protection and restoration of land and biodiversity will exceed the disturbance caused by our mining activities from a 2020 baseline, and that rehabilitation will be in progress for all eligible land impacted by mining at our operations. Our work encompasses action in three focus areas: creating a culture of nature positive decision-making guided by science and Indigenous Knowledge, mitigating our residual negative impacts on nature to achieve a net positive impact on biodiversity at our sites, and seeking to catalyze nature positive transformation across our value chains and the global systems of which we are part. For more information, see the Biodiversity section of Teck's Management Approach to Sustainability and our Climate Change and Nature 2024 Report.

Direct Impact Drivers of Biodiversity and Ecosystem Change

We quantitatively track the predicted and actual impacts associated with these drivers through our site BMPs. At the end of 2024, Teck had a total footprint of 14,601 hectares (ha), of which 12,990 ha are yet to be reclaimed and 1,611 ha have been reclaimed.[37] As this data relates both to operations and to sites in closure, the area of land yet to be reclaimed will generally increase over time until the mining areas become available for reclamation, contributing to our broader rehabilitation mitigation.

See Teck's Climate Change and Nature 2024 Report for details on metrics to assess and manage material nature-related impacts, dependencies, risks and opportunities.

Significant Incidents Related to Biodiversity

We assess the severity of environmental incidents related to biodiversity based on their potential environmental, safety, community, reputational and financial impacts. According to our incident severity criteria, there were no identified significant incidents[38] related to biodiversity in 2024.

For more information on significant incidents related to water stewardship, air quality and hazardous materials and waste management, please see pages 49, 89 and 94.

[37] Reclaimed land is previously disturbed land that is in the process of reconverting to its former or alternative land uses by implementing a suite of post-mining activities aimed at securing physical and chemical stability and supporting ecological recovery towards natural ecosystem conditions.
[38] 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, Level 5 or Level 6 based on our risk matrix and guidance.

Table 29: Area Reclaimed and Disturbed[(1),(2),(3),(4)]

	2024	2023	2022	2021
Area reclaimed during the current year (ha)	**17**	30	21	35
Area disturbed during the current year (ha)	**195**	162	104	260
Area of land yet to be reclaimed (ha)	**12,990**	12,932	13,004	12,842
Total area of land reclaimed (ha)	**1,611**	1,596	1,502	1,574
Total footprint (ha)	**14,601**	14,528	14,506	14,415

(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 rehabilitation attempts or the mining of a previously rehabilitated 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) Rounding of the individual numbers may cause a discrepancy in the total value.
(3) Data includes Teck-controlled operations and Duck Pond mine and Pend Oreille mine, which are in the active closure stage.
(4) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024. Data has also been restated to include Duck Pond mine, as it is in the active closure stage, and due to a reclassification of 71 hectares at Highland Valley Copper, which have been identified as previously reclaimed water bodies.

CASE STUDY: EXPLORING ANDACOLLO THROUGH TECK'S INTERACTIVE BIODIVERSITY MANUAL

The Coquimbo Region, where Teck's Carmen de Andacollo Operations (CdA) is located, is one of Chile's most biologically diverse areas, and is home to many endemic flora and fauna. Teck created the Biodiversity Manual, an interactive site that reflects extensive scientific research into the unique plants and animals of the Coquimbo region. Angélica Cabrera, the General Manager of CdA, says, "This project was born out of a desire to create a lasting legacy for Andacollo and help take care of the biodiversity of our community."

The manual includes images and descriptions of over 70 species, including reptiles and amphibians, birds and mammals, and flora and vegetation. In addition to the interactive site, it is expected that the manual will soon be in public libraries throughout the region and is available for download for all to use.

Pictured: Chiricoca of the Atacama and Coquimbo regions of Chile.

MINE CLOSURE

2024 HIGHLIGHT

100% of Teck's operating sites have closure plans in place as of the end of 2024

GRI INDICATORS

2-23, 2-24, 3-3, 14.8.1, 14.8.4, 14.8.5, 14.8.7, 14.8.8. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by government, Indigenous Peoples, local communities and society in the context of all Teck-managed sites.

HOW DOES TECK MANAGE THIS TOPIC?

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

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Reclaimed land at Sullivan Mine legacy site, Canada.

Context

All mines have a finite lifespan, making responsible closure a cornerstone of sustainable mining. This process encompasses winding down operations, facilitating the social transition that mine closure may entail, decommissioning mining infrastructure, and executing rehabilitation works to prepare the land for post-closure use.

In addition to ongoing planning for the eventual closure of our operating mine sites (see Table 30), Teck is currently executing the closure of Duck Pond mine and Pend Oreille mine in accordance with their approved plans, with completion projected for 2025 and 2028, respectively. Additionally, Teck actively manages 22 legacy and dormant properties as of the end of 2024, including closed mines in Canada, the U.S. and Australia.

OUR 2024 PERFORMANCE IN CLOSURE

OUR COMMITMENTS

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. These values extend through all stages of the mining life cycle, including closure and post-closure.

Our goal is to responsibly close our mines, which requires an integrated approach to closure that is planned and implemented throughout the mining life cycle.

A key aspect of our closure approach is collaborating with Indigenous Peoples and local communities to restore affected areas to a condition that supports a range of post-mining land uses, from wildlife habitats to economic diversification. Teck now begins planning for closure during project design; this planning is continuously refined throughout operations, with progressive closure works expected to be implemented before final closure at the end of operations.

Our Closure Standard outlines minimum expectations for the effective management of mine closure at Teck to protect health and safety, the environment and communities.

CLOSURE PLANNING

Our current approach to mine closure starts before mining begins and continues throughout a mine's life cycle. We develop a closure vision with clear, specific objectives in consultation with COIs. Our planning process involves closure and post-closure risk assessments, framing opportunities and comparing alternatives — all of which incorporate input from COIs. We create closure plans based on our guiding principles, which include meeting safety standards, enabling physical, chemical and ecological stability, supporting socio-economic transition and contributing to risk mitigation. For more information, see the Mine Closure section of Teck's Management Approach to Sustainability.

As of the end of 2024, 100% of Teck's operating sites have comprehensive closure plans in place, each with full regulatory approval and financial assurance secured with the corresponding regulatory body.

Table 30: Closure Planning Status: Active Operations

SITE[1]	ESTIMATED LIFE OF THE MINE	CLOSURE PLAN STATUS	PLAN APPROVED BY RELEVANT AUTHORITIES	MOST RECENT REVIEW OF PLAN	NEXT REVIEW SCHEDULED
Carmen de Andacollo Operations	2034/2035[2]	Closure plan in place	Yes	2024	**2029**
Highland Valley Copper Operations	2043[3]	Closure plan in place	Yes	2021	**2026**
Quebrada Blanca Operations	2049	Closure plan in place	Yes	2024	**2029**
Red Dog Operations	2031	Closure plan in place	Yes	2021	2026

(1) Teck's Trail Operations has been excluded, as it is an integrated zinc and lead smelting and refining complex.
(2) Carmen de Andacollo Operations is currently permitted until 2031.
(3) Highland Valley Copper Operations is currently permitted until 2028.

2024 CLOSURE ACTIVITIES

Closure activities advanced in 2024 at our sites included:

- **Pend Oreille Mine, Washington State, U.S.:** Currently undergoing closure and rehabilitation after operations ceased in 2019. In 2024, activities included earthworks, the safe demolition and removal of selected mine infrastructure, and preparation for temporary water treatment to support the tailings facility closure scheduled for 2025.
- **Duck Pond Mine, Newfoundland and Labrador, Canada**: In 2024 there was a significant reduction in lime usage for water treatment at the site following successful rehabilitation and cleanup activities the previous year. The site continued to optimize water management at its two reclaimed open pits. Studies through the year to improve understanding of the water balance are expected to enhance long-term management of the tailings facility.
- **Quebrada Blanca Operations:** Progressive closure efforts are focused on demolishing structures associated with obsolete processing areas, with demolition work expected to continue through 2025.

FINANCIAL PROVISIONS FOR CLOSURE

As part of closure planning, Teck prepares detailed closure cost estimates for each operating site, drawing on our experience from past closures and progressive rehabilitation activities. The decommissioning and restoration costs for our current level of disturbance are disclosed in our quarterly and annual financial statements, with estimates prepared in accordance with applicable financial standards and reviewed annually by an independent third-party auditor.

All of our operating sites provide financial assurance in accordance with applicable regulations, with amounts estimated on a site-by-site basis. For more details, see the Mine Closure section of Teck's Management Approach to Sustainability.

We have decommissioning and restoration provisions in place that are reviewed and updated at least annually, with $2.3 billion provisioned at the end of 2024, compared to $3.9 billion in 2023, which included provisions for Teck's former steelmaking coal operations, sold in 2024. We also report financial provisions for decommissioning and restoration in Teck's financial statements on our website.

VALUE CHAIN MANAGEMENT

2024 HIGHLIGHTS

31.9% of total procurement spend was on local suppliers[39]

7% of total procurement spend was on Indigenous suppliers[40]

GRI INDICATORS

GRI 2-6, 2-23, 2-24, 3-3, 204-1, 308-1, 308-2, 407-1, 414-1, 414-2, 14.8.4, 14.8.5, 14.8.6, 14.8,7, 14.8.8, 14.8.9. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our employees, government regulators, investors, customers, suppliers and society.

HOW DOES TECK MANAGE THIS TOPIC?

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

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

[39] See page 43 for definition of local suppliers.
[40] See page 12 for definition of Indigenous suppliers.

Pictured: Co-op student at Trail Operations, Canada.

Context

Teck procures goods and services such as mobile equipment, machinery, fuel and lubricants, explosives, and various other products and services that support large-scale mining and refining operations. With customers located worldwide, we rely on a range of transportation providers, including trucking, rail and marine shipping, to deliver our product to these customers.

OUR COMMITMENTS

Teck's Code of Ethics and Anti-Bribery and Corruption Compliance Policy affirm Teck's commitment to uphold high moral and ethical principles and specify the basic norms of behaviour for employees and others conducting business on our behalf. Teck expects suppliers to adhere to the same fundamental principles, including those relating to legal compliance, fairness and honesty, anti-bribery and corruption, and human rights. 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.

OUR 2024 VALUE CHAIN MANAGEMENT PERFORMANCE

RESPONSIBLE VALUE CHAIN MANAGEMENT

All of our suppliers are expected to follow our Expectations for Suppliers and Contractors, which supplements the requirements, guidelines and standards of conduct described in Teck's other internal and external policies, including Teck's Code of Ethics, Anti-Bribery and Corruption Compliance Policy and Interpretation Guide, Human Rights Policy, Indigenous Peoples Policy and Equity, Diversity and Inclusion Policy.

Through responsible value chain management, our objective is to minimize potential impacts on people and the environment, while managing business and reputational risks and capitalizing on opportunities. For example, Teck is a founding member of North Pacific Green Corridor Consortium (NPGCC), which was launched in 2024 to promote collaboration between global industry leaders to decarbonize the value chain for commodities between Canada, Japan and South Korea. NPGCC's focus on the road, rail and shipping corridor between Canada, Japan and South Korea is intended to enable the shipment of responsibly produced commodities from Teck's operations in Canada to customers in alignment with the gradual decarbonization that NPGCC seeks to achieve.

Additionally, we actively make efforts to source supplies and services from local sources where possible, including Indigenous Peoples. For information on local and Indigenous procurement, see the Relationships with Communities section on page 43 and Relationships with Indigenous Peoples section on page 16.

For more information about value chain impacts, commitments and expectations related to specific sustainability topics, please see relevant chapters (e.g., Health and Safety on page 19, Climate Change on page 26, Human Rights on page 81 and Circularity on page 90).

Supplier Expectations and Qualifications

Teck expects our supply chain partners to adhere to the same fundamental principles of Teck's Anti-Bribery and Corruption Compliance Policy and Interpretation Guide, including those relating to legal compliance, fairness and honesty, anti-corruption and human rights — as outlined in Teck's Expectations for Suppliers and Contractors.

The qualification of all suppliers involves examining whether a supplier meets or exceeds our minimum standards as a condition to supplying products and services to Teck. This process screens suppliers who are unable or unwilling to meet our requirements as outlined in these Expectations.

All of Teck's significant supply chain partners are provided with Teck's Expectations for Suppliers and Contractors as part of the contact management and due diligence process. In 2024, 1,643 suppliers provided information and supporting documentation of alignment with our Expectations for Suppliers and Contractors through a comprehensive questionnaire within Teck's supplier database. 43% of our supply chain partners were further qualified to perform work on Teck's sites, and they provided written acknowledgement of their adherence to these principles.

Teck conducts detailed assessments annually, reviewing some of our key suppliers using a survey that focuses on human rights, environment and modern slavery. This process enables us to evaluate whether they meet our specific standards and expectations. By conducting these comprehensive surveys, we can identify any opportunities to mitigate risk while safeguarding the integrity of our supply chain. In 2024, 32 of these detailed reviews were conducted. No material social, environmental or economic impacts were identified, and no suppliers or service providers were terminated.

SUPPLIER MANAGEMENT

Supply Chain Risk Management Platforms

Teck is implementing a suite of supply chain risk management platforms to monitor suppliers and verify compliance with Teck's policies directly and indirectly. This includes platforms that seek to ensure that contractor suppliers comply with insurance and related coverage requirements, and a platform for real-time monitoring and actioning of environmental and social risks.

In 2024, we continued the deployment of a compliance tracking and reporting platform to monitor and track Environment, Social and Governance risks relating to our suppliers, contractors and customers. Monitoring tracks adverse media reports and denied parties tracking across multiple environmental and social categories. Upon completion of deployment, outputs from the platform will provide insights to facilitate supplier compliance to Teck's performance expectations. Over 2,300 unique suppliers have been added to the platform since the start of deployment.

Responsible Mineral Sourcing

Teck's practices for responsible mineral sourcing are overseen by the Materials Stewardship Committee, which requires that mineral concentrates for processing at our Trail Operations be responsibly sourced. For more information on our responsible sourcing program, see the Circularity section of Teck's Management Approach to Sustainability.

Our responsible mineral sourcing practices follow the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and communicates our commitment to responsible sourcing of minerals and raw materials at our Trail Operations refining complex. The program works to identify, address and mitigate risks in the supply chain to prevent any contribution to conflict, serious human rights abuses, and financial crimes while promoting supply chain transparency and sustainable development. Further, the program undergoes assurance to multiple international standards, including the London Bullion Market Association's Responsible Silver Guidance and The Copper Mark's Joint Due Diligence Standard for Copper, Lead, Nickel and Zinc, and conforms to the London Metal Exchange's responsible sourcing policy requirement for brand compliance.

Critical 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 revenue. 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 other related parts and services, and outbound suppliers of rail, marine, trucking, bulk terminal and related distribution services. Within critical suppliers, there are two types: those managed on-site and those managed at a corporate level.

Teck conducts ongoing monitoring and assessment for all our critical suppliers. We measure their supply management performance by setting and tracking performance metrics in contracts.

Modern Slavery

Teck's Expectations for Suppliers and Contractors stipulate that suppliers must not use forced labour, human trafficking or any type of modern slavery. Teck implements mandatory human rights and modern slavery training for all procurement and other relevant personnel. Participants in this training gain a deeper understanding of human rights risks and impacts in the mining sector and how to identify and mitigate modern slavery in the supply chain.

See page 85 of the Human Rights chapter for details on how we minimize the risk of modern slavery within our direct operations and see Teck's Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, which outlines how we are identifying and mitigating the risk of modern slavery in our operations and supply chain.

SUPPLY CHAIN SPEND

In 2024, we purchased goods and services from 3,853 suppliers, with an overall global spend of approximately $4.05 billion, as shown in Figure 22. Critical suppliers represented approximately 36.6% of our total procurement spend in 2024, as shown in Table 31. Our top critical supplier in 2024 was Caterpillar and its dealers; other critical suppliers included Suncor, AES Andes, Empresa Electrica Cochrane, Molycop, BC Hydro, Komatsu and its dealers and Fednav.

Figure 22: Supply Chain Spend by Business Unit (millions)[1]

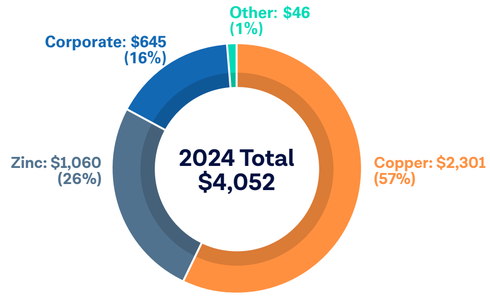


Table 31: 2024 Spend on Critical Suppliers[1]

BUSINESS AREA	CRITICAL (millions)	TOTAL (millions)	% OF TOTAL THAT ARE CRITICAL
Copper	$ 996	$ 2,301	24.59%
Zinc	$ 456	$ 1,060	11.26%
Corporate	$ 3	$ 645	0.07%
Other	$ 26	$ 46	0.65%
Total	**$ $1,481**	**$ 4,052**	**36.56%**

(1) The values are the total amounts paid to suppliers/contractors, which include taxes payable where applicable.
(2) Does not include project spend.
(3) Includes our energy business unit.

CUSTOMER RELATIONSHIPS

In 2024, Teck's base metals business unit had customers in over 18 countries around the world. Reliable logistics play a critical role in Teck's reputation with our customers, and production, marketing performance and inventory management are key to meeting financial performance expectations. Information on where our products are shipped can be found in our 2024 Annual Report.

We also seek to develop active relationships with our customers, supporting responsible use of our products through engagement via our Materials Stewardship Committee. Additionally, we share our own responsible sourcing, operations and production activities downstream to our customers. Historically, this has been through direct communications and relationship management, including responding to formal customer inquiries related to Teck's responsible production certifications, commitments and performance data.

In 2024, Teck's downstream due diligence initiatives included:

- Onboarding all existing and new customers onto a compliance tracking and reporting platform to monitor and track environmental and social risks
- Enhancing our Know Your Counterparty assessment process, particularly engaging customers on sustainability
- Conducting detailed customer and waste facility risk assessments
- Streamlining and aligning our responses to downstream customers' requests for information

Teck onboarded 13 new customers using enhanced screening procedures in 2024. For more details on engaging downstream customers on sustainability, see the Value Chain Management section of Teck's Management Approach to Sustainability.

OTHER BUSINESS RELATIONSHIPS

A number of our projects and operations are developed and operated through joint venture or shared ownership arrangements with third parties, including Quebrada Blanca, Antamina, NuevaUnión, Zafranal, Galore Creek, Schaft Creek, San Nicolás and NewRange. Details on our ownership interests in joint ventures can be found in our 2024 Annual Information Form.

Teck works with numerous local, national and international organizations and programs, outlined in the Business Conduct section of Teck's Management Approach to Sustainability. Information on our material contracts with value chain partners can be found in our 2024 Annual Information Form.

HUMAN RIGHTS

2024 HIGHLIGHTS

- Conducted independent human rights risk assessment at our Trail Operations and at select legacy sites to identify, assess and develop plans to address adverse impacts and risks
- Rolled out a new company-wide Community Response Mechanism Procedure, aligned with the UN Guiding Principles effectiveness criteria, to enable a consistent, rights-compatible approach for community feedback, concerns and access to effective remedy
- Worked closely with our value chain team to include human rights considerations in the deployment of a compliance tracking and reporting platform that monitors and tracks environmental, social and governance risks relating to our suppliers, contractors and customers
- Enhanced grievance management by collaborating with the Respectful Workplace Committee to address gaps and contribute to the development of a new Confidential Investigations and Remediation Procedure

GRI INDICATORS

2-23, 2-24, 2-26, 2-29, 3-3, 408-1, 409-1, 410-1, 14.13.1, 14.13.2, 14.13.3. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our shareholders, employees, local communities, regulators, society and contractors.

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.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Community near Carmen de Andacollo Operations, Chile.

Context

At Teck, we recognize that the nature of mining activities, whether in exploration, construction, operation or closure, creates the potential for a wide range of human rights risks. We actively work to mitigate those risks and are aiming to continuously improve in our due diligence, risk assessment and training processes.

Teck is focused on integrating human rights perspectives into our broader business practices, procedures and management systems (e.g., risk management, grievance mechanisms, tailings management). We have policies and procedures in place to manage human rights risks and impacts across areas such as health and safety, environment, security, human resources, contracts and procurement, and community and Indigenous relations.

OUR PERFORMANCE IN HUMAN RIGHTS IN 2024

OUR COMMITMENTS

Teck's Human Rights Policy affirms our commitment to respect human rights as defined in the International Bill of Human Rights and the ILO Core Conventions. Updates to this Policy in 2024 included extending the scope to workers along our value chain; articulating a no-tolerance stance on threats, intimidation or attacks against human rights defenders connected to our activities; committing to involve rightsholders — including vulnerable groups — throughout the due diligence process; and committing to communicate our policy to relevant internal and external stakeholders as appropriate.

Teck's Code of Sustainable Conduct requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. We do not tolerate any forms of modern slavery, including forced or child labour, violation of the rights to freedom of association and collective bargaining as applicable, and not providing fair living wages[41] and working hours. These commitments extend to Teck's broader supply chain through our Expectations for Suppliers and Contractors. For details on how we manage labour rights, see page 58 of Our People and Culture chapter.

We respect human rights and are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). We work to achieve the free, prior and informed consent of Indigenous Peoples, as described in the Relationships with Indigenous Peoples chapter on page 14.

Our reporting aligns with the United Nations Guiding Principles (UNGPs) Reporting Framework in providing information on how our activities may affect human rights and how we identify and mitigate those risks.

GOVERNANCE

In 2024, Teck continued to advance the implementation of its Social Performance Standard and Human Rights Due Diligence Procedure. Building on the foundation established in 2023, Teck has expanded its efforts to enable comprehensive human rights management across all operations. Key updates include the designation of human rights site leads to drive the rollout of management plans that address risks identified in the human rights risk assessments (HRRAs) and to champion human rights efforts at the site level. Additionally, we have collaborated with members of the value chain team to develop a system for assessing environmental, social and governance risks associated with our suppliers, contractors and customers, incorporating human rights criteria as a core component of the monitoring platform.

Our Social Performance Standard and Human Rights Due Diligence Procedure outline minimum expectations for managing human rights risks, including identifying and assessing human rights risks and impacts; providing human rights training and grievance mechanisms; and documenting, monitoring and reporting on human rights management. For more details, see the Human Rights section of Teck's Management Approach to Sustainability.

Teck's Expectations for Suppliers and Contractors outline the minimum standards of conduct expected of all suppliers of goods and contractors performing services for or on behalf of Teck. For more details, see the Human Rights section of Teck's Management Approach to Sustainability.

[41] We conduct a living wage review for all our regular employees at Teck-controlled operations. See Remuneration at Teck section on page 62 for more details.

IDENTIFYING HUMAN RIGHTS RISKS AND IMPACTS

In 2024, comprehensive HRRAs were conducted at Trail Operations and select projects and legacy sites, following assessments at Carmen de Andacollo, Quebrada Blanca, Highland Valley Copper and Red Dog operations in 2023.

Identified risks undergo a third-party salience review that assesses scope, scale, ability to remediate and probability of the risk, as well as the company's position, current management practices and ability to address the risk. Site teams develop risk mitigation plans for identified risks and impacts for integration into site social risk management plans as appropriate, in compliance with Teck's Human Rights Due Diligence Procedure. We incorporate human rights considerations into the social performance and engagement strategies and plans during the exploration and closure phases of the mining life cycle. In 2024, sites identified human rights leads who will be responsible for implementing and maintaining conformance with our Human Rights Due Diligence Procedure, including, but not limited to, identifying site compliance obligations, coordinating human rights risk assessments, and establishing controls and actions for management of risks, impacts and/or incidents and incorporating those controls and activities into site risk registers.

In 2024, we held training for relevant teams to understand and identify the human rights risks and impacts most likely to intersect with this work. We continued focusing on conducting human rights and vulnerability assessments in conformance with the Global Industry Standards on Tailings Management (GISTM) at our legacy properties. Simultaneously, we continued updating our internal social context knowledge base to inform our social impact and human rights analyses.

In 2024, we started integrating human rights analyses into our sites' comprehensive risk assessments and social management plans.

Salient Human Rights Issues

To date, 100% of Teck's operations have undergone HHRAs to identify salient human rights issues and risks to the potentially impacted stakeholders. We are also undergoing human rights risk assessments for select legacy sites and intend to prioritize this work across exploration and projects moving forward.

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 at risk of the most severe adverse impacts as a result of the company's activities or business relationships.

Table 32: Human Rights Issues That Are Salient to Teck[1]

Teck identifies salient human rights issues through our human rights due diligence processes, which involves inputs from local stakeholders and external human rights experts.

SALIENT HUMAN RIGHTS	RELEVANT RIGHTSHOLDERS	ACTIVITIES IN 2024 RELEVANT TO HUMAN RIGHTS
Right to life[2]	Employees, contractors and subcontractors, communities	Health and Safety (pages 19-25)
Right to safe and healthy working conditions[3]	Employees, contractors and subcontractors	Health and Safety (pages 19-25) Our People and Culture (pages 55-64)
Right to freedom of association, assembly and collective bargaining[4]	Employees, contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 77-80) Business Conduct (pages 65-69) Our People and Culture (pages 55-64)
Right to not be subjected to slavery, servitude or forced labour (specific to supply chains)[5]	Contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 77-80) Business Conduct (pages 65-69) Health and Safety (pages 19-25)
Right to non-discrimination in employment/occupation[6]	Employees, contractors and subcontractors	Value Chain Management (pages 77-80) Business Conduct (pages 65-69) Our People and Culture (pages 55-64)
Right to adequate standard of living[7]	Employees, contractors and subcontractors	Value Chain Management (pages 77-80)
Right to clean water and sanitation[8]	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 36-44) Water Stewardship (pages 45-49) Tailings Management (pages 50-54) Air Quality (pages 86-89) Environmental Management chapter of Teck's Management Approach to Sustainability

IDENTIFYING HUMAN RIGHTS RISKS AND IMPACTS (continued)

Table 32: Human Rights Issues That Are Salient to Teck[1] (continued)

SALIENT HUMAN RIGHTS	RELEVANT RIGHTS HOLDERS	ACTIVITIES IN 2024 RELEVANT TO HUMAN RIGHTS
Right to health[9]	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 36-44) Water Stewardship (pages 45-49) Tailings Management (pages 50-54) Air Quality (pages 86-89) Environmental Management chapter of Teck's Management Approach to Sustainability
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 36-44) Relationships with Indigenous Peoples (pages 12-18) Biodiversity (pages 70-73) Mine Closure (pages 74-76)
Right to access to a clean, healthy and sustainable environment	Employees, contractors and subcontractors, communities, Indigenous Peoples, vulnerable groups, suppliers, joint venture partners	Relationships with Communities (pages 36-44) Relationships with Indigenous Peoples (pages 12-18) Biodiversity (pages 70-73) Mine Closure (pages 74-76) Water Stewardship (pages 45-49) Tailings Management (pages 50-54) Climate Change (pages 26-35) Air Quality (pages 86-89) Value Chain Management (pages 77-80) Our People and Culture (pages 55-64)

Mitigation and Remediation

Following the HRRA, where a human rights impact has been determined, sites will develop an HRRA management plan to outline risks, impacts, controls, mitigation actions and approach to remedy, as appropriate.

In accordance with Teck's Social Incident Investigation and Reporting Procedure, if a human rights-related incident or event has occurred, sites will investigate to identify contributing factors and root causes to determine the appropriate response, develop corrective actions, mitigate any remaining impact and remediate where an actual impact has occurred. Sites monitor human rights risks, impacts, incidents, investigation, mitigation actions, corrective actions and remedy as required.

In 2024, Teck implemented a Community Response Mechanism Procedure to enable a consistent approach to developing and implementing a rights-compatible community response mechanism. Objectives of the Procedure include, but are not limited to, establishing a community response mechanism that is accessible, culturally appropriate and aligns with the UNGPs on Business and Human Rights effectiveness criteria, and that provides access to effective remedy.

HUMAN RIGHTS-RELATED TRAINING

In 2024, Teck conducted human rights training for key personnel who support the management of human rights risks and impacts across the company. We held in-depth training sessions with our exploration, health and safety, and closure teams to highlight relevant human rights risks and impacts, and to improve integration of human rights into existing systems and processes.

Also in 2024, Teck continued training relevant personnel on modern slavery, to help participants understand modern slavery indicators, identify modern slavery, and learn how to report suspected issues or incidents.

Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights (VPSHR). This adherence is primarily managed through government-required certification in our Canadian operations. In our South American operations, we provide the necessary guidelines and framework to external contractors to adhere to the VPSHR principles. Training for security personnel is completed annually by a service provider. Teck regularly reviews training records; in 2024, records that showed training requirements were fully met at Quebrada Blanca, Carmen de Andacollo and Antamina operations. Training also occurs when security service providers are replaced or restructured at our operations.

This year, Teck trained select employees and contractors on the Voluntary Principles on Security and Human Rights, specifically targeting those in security-related roles at all relevant operations. Participants learned about security-related human rights risks associated with the mining sector, and how to implement key components of the Voluntary Principles in their work.

(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, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).
(5) UDHR, ICCPR, ILO.
(6) UDHR, ICCPR, ICESCR, 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.

MODERN SLAVERY

Modern slavery refers to practices such as forced labour, child labour, debt bondage and human trafficking. This includes situations of exploitation that a person cannot refuse or avoid because of threats, violence, coercion, deception and/or abuse of power.[42] We recognize that there is a risk of modern slavery occurring as a result of our business activities and throughout our supply chain. Teck's Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* is available on our website.

See page 79 of the Value Chain Management chapter for details on how we minimize the risk of modern slavery within our supply chain.

Artisanal and Small-Scale Mining

We regularly monitor our sites for the potential presence of artisanal or small-scale miners (ASM) on or adjacent to our operations. Our approach focuses on the improvement of health, safety and the environment as well as on the community impacts of small-scale mining extraction. These efforts help strengthen the livelihoods of those miners by providing guidance on occupational safety and best practices, in collaboration with governments.

Teck implements an Artisanal and Small-Scale Mining Procedure to enable our sites to consistently apply a rights-based approach by identifying, assessing and engaging with artisanal and small-scale mining communities. In 2024, we are aware that artisanal mining took place adjacent to our Carmen de Andacollo Operations and Zafranal project in Peru. No significant disputes or incidents took place in 2024 in regard to ASM at these sites.

Areas of Conflict

Teck's operations, projects and mineral and land interests in Canada, the U.S. and Chile are not located in areas with active conflicts as defined by the Uppsala Conflict Data Program. Teck's San Nicolás project, a 50:50 joint venture with Agnico Eagle Mines Limited, is located in the Zacatecas State in central Mexico, which is considered an area of active conflict. As part of our regular development practices, an environmental and social baseline survey was carried out by Teck from 2018 to 2021, including in-depth archeological surveys and clearances. Extensive community consultation, including 4,900 discrete community engagements and community investment programs, has resulted in strong support for development from COIs near the project and more broadly in the Zacatecas region.

To help prevent operations or projects located in areas of conflict from supporting, benefiting from or contributing to unlawful armed conflict, human rights abuses or breaches of international humanitarian law, we complete human rights risk assessments, implement associated improvement plans and conduct training on human rights.

Site Security

Our security teams and contract security providers are trained according to regulatory and internal protocols, which include policies on engagement, use of force limitations and respecting the rights of private individuals. Basic security training requires de-escalation over physical engagement and deferring conflict to local law enforcement.

In areas where our operations are close to communities or where community interaction is expected, we engage with local and jurisdictional emergency groups as part of emergency planning at both the operational and corporate levels.

Our security technology is centrally managed, with ongoing programs to align our operations globally with enterprise systems. Personal data stored from cameras or access to control systems are controlled by the Corporate Security team and only released upon advice from the Legal team. Employee time logs, traveller tracking systems, and related physical or digital information are securely stored and access to these files is tracked electronically.

RESOLVING HUMAN RIGHTS-RELATED FEEDBACK AND INCIDENTS

A consistent and rigorous approach to addressing grievances and incidents is fundamental to the strong management of human rights, enabling appropriate identification of, and action to address, issues with actual or potential human rights implications. Teck's *Doing What's Right* Program, which is overseen by the Executive Vice President and Chief Legal and Sustainability Officer, allows any employee or third party to anonymously report issues or incidents related to human rights. The program is available 24 hours a day, seven days a week in 62 languages.

Reported concerns are promptly forwarded by the third-party service provider to the Global Director of Ethics and Compliance, who is expected to handle all reports made in good faith fairly and impartially, with timely and appropriate follow-up.

There was no significant feedback received in 2024 through Teck's *Doing What's Right* hotline or community feedback mechanisms where the complainant specifically referenced a concern for their human rights. However, feedback was received on topics that are relevant to human rights, including safe working environments and discrimination. In all cases, acknowledgement of the complaint was provided, as well as effort to remedy within a time-bound process.

As outlined in the Our People and Culture chapter on page 63, Teck reported 10 allegations of discrimination. In 2024, Teck also reported no new significant disputes that involved Indigenous Peoples, as outlined in the Relationships with Communities chapter on page 41. For more details on our grievance mechanisms, please see the Relationships with Communities chapter on page 41.

[42] Modern slavery is on the rise. United Nations. 2022.

AIR QUALITY

2024 HIGHLIGHTS

18+ air quality monitoring stations operated and maintained in the communities surrounding our operations

Implemented initiatives to improve air quality monitoring and to minimize impacts from our activities on communities at all our operations

GRI INDICATORS

2-23, 2-24, 2-27, 3-3, 305-7, 14.3.1, 14.3.2. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our employees, Indigenous Peoples, local communities, government and regulators and society.

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.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Pictured: Employee at Highland Valley Copper Operations, Canada.

Performance Metrics[1]

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

2024:	1,639 tonnes
2023:	1,922 tonnes
2022:	2,413 tonnes

(1) 2023 and 2022 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

Context

Managing air quality remains a key concern for our communities of interest. Dust has also been identified as a key issue by local and regional communities at all our operations. We take steps to monitor air quality and respond to these concerns by operating and maintaining a series of meteorological and air quality monitoring stations near our operations and within the local and regional communities.

OUR 2024 AIR QUALITY PERFORMANCE

Our Targets and Commitments Our goal is to continuously reduce our impacts on air quality and reduce dust emissions for the benefit of workers, communities and the environment in areas affected by our activities.

MINIMIZING EMISSIONS TO IMPROVE AIR QUALITY

All our operations have operational control strategies and monitoring programs designed to minimize impacts on the local air quality within the vicinity of our activities. Table 33 highlights the 2024 improvements to these programs.

Table 33: Air Quality Improvements in 2024

OPERATION	ACTIVITIES
Trail Operations	In 2024, a new KIVCET feed dryer was commissioned and began full operation in July. The forecasted rate of 2,000 tonnes of SO2 emissions per year represents a reduction of 15% compared to 2022 and 60% compared to 2017. Additionally, the smelter wheel wash project was completed, incorporating water reuse to reduce site consumption. In the lead operations, a fourth wheel wash was installed to further reduce dust emissions from vehicle traffic on site roads.
Highland Valley Copper Operations	In 2024, HVC refined their Trigger Action Response Plan for dust events at the LL-Dam (a tailings and water retaining structure). This plan identifies sampling sites within the real-time dust monitoring system that exceed the 90th and 95th percentiles for data collected. Supervisors are notified and refer to the Fugitive Dust Management Plan for mitigation and reporting obligations. The implementation of the monitoring system continued to evolve in 2024, including: · Daily delivery of a predictive 72-hour dust forecast for the mine and LL-Dam areas · Automated reporting against various thresholds (90^{th} and 95^{th} percentiles, BC AAQO) · A real-time ambient dust monitoring dashboard in the mine operations dispatch office HVC also made improvements to the fleet of water trucks used for dust suppression at the LL-Dam, adding more trucks and side cannons to increase treatment range.

MINIMIZING EMISSIONS TO IMPROVE AIR QUALITY (continued)

Table 33: Air Quality Improvements in 2024 (continued)

OPERATION	ACTIVITIES
Red Dog Operations	In 2024, the port road speed limit was reduced to help decrease fugitive emissions from road traffic. Additionally, a project to re-skin a port concentrate storage building was completed, which reduced fugitive dust from degraded siding and roof panels. On-site air monitors were also installed in the concentrator to track dust particulate exposure to employees, supporting the identification of potential particulate reduction projects for 2025.
Quebrada Blanca Operations	In 2024, two new continuous monitoring stations for particulate matter and meteorological data were implemented in strategic areas around the site. These stations enable improved assessment of the contribution of external sources of dust to QB operations. Additionally, QB paved a section of the A-97B bypass located near the grazing areas of Yabricollita, Coposa and Copaquire, eliminating fugitive dust emissions caused by vehicular traffic and providing co-benefits to the communities in this sector. The surface of the off-site A-855 road was also improved by applying a dust suppressant to minimize fugitive dust emissions from resuspension.
Carmen de Andacollo Operations	In 2024, Carmen de Andacollo maintained practices that kept dust emissions attributable to the site consistently below the applicable limits set by local regulations and management plans. These practices include: · Application of a dust suppressant on internal and some community roads · Asphalting of internal roads · A wheel wash for vehicles exiting the site · Sweeping and vacuuming of paved roads on-site and in the community · Sprinklers in the hopper waste disposal area and application of a foam dust suppressant at the transfer points of conveyor belts

MONITORING AND REPORTING

The most material air quality issues at Teck relate to metals and sulphur dioxide (SO_2) at our Trail Operations metallurgical facility, as well as dust at our mining operations. In addition to monitoring these two material indicators, all of our operations monitor and report on other air emission parameters in accordance with their applicable permits and regulatory requirements.

Our annual emissions of nitrogen oxides, carbon monoxide, volatile organic matter, mercury and particulate matter are reported in our Sustainability Databook.

Monitoring and Management of Sulphur Dioxide (SO_2)

As shown in Table 34, SO_2 emissions from stacks and fossil fuel emissions in 2024 were approximately 1,639 tonnes — a 15% decrease from 2023 due to process optimizations that resulted in better sulphur management and less SO_2 production at Trail Operations in 2024. 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 34. Full results per operation are available in our Sustainability Databook.

Table 34: SO_2 Emissions from Stacks, Stationary and Mobile Fossil Fuel Combustion (tonnes)[(1),(2),(3),(4)]

OPERATIONS	2024	2023	2022	2021
All other operations	**3.3**	5.8	11.5	7.7
Trail Operations	**1,636.1**	1,916.1	2,402.7	3,078.0
Total	**1,639.4**	1,921.9	2,413.2	3,085.7

(1) Data for all other operations is aggregated due to their insignificant SO2 emissions as compared to Trail's. See our Sustainability Databook 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 2024 period is complete. See our website for up-to-date information.
(3) 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.
(4) 2023, 2022 and 2021 values have been restated for Teck's metals operations only and exclude data associated with Teck's previously owned steelmaking coal operations, which were sold in 2024.

MONITORING AND REPORTING (continued)

Monitoring and Management of Fugitive Dust

Teck aims to continually reduce our impacts on air quality and reduce dust emissions in areas affected by our activities for the benefit of workers, communities and the environment. We take measures to monitor and manage dust at our operations and are working to identify new methods to improve dust management and air quality.

Ambient Air Quality Monitoring

Through the air quality program, we monitor ambient air quality in the communities surrounding our operations through community-based ambient air quality monitoring stations. These monitoring stations use standardized equipment, per permit and regulatory requirements, and are located on our sites and in a number of surrounding community centres. The monitoring data allows our operations to respond and manage dust originating from mining activities on-site. The table below describes our community air monitoring programs and includes links to where this data is available online.

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 Related to Air Quality

We assess the severity of environmental incidents related to air based on their potential environmental, safety, community, reputational and financial impacts. According to our incident severity criteria, there were no identified significant incidents[43] related to air quality in 2024.

For more information on significant incidents related to water stewardship, biodiversity, and hazardous materials and waste management, please see 49, 73 and 94.

Table 35: Community Air Quality Monitoring Programs

OPERATION	COMMUNITY AIR QUALITY MONITORING PROGRAM DESCRIPTION
Carmen de Andacollo Operations	Carmen de Andacollo operates and maintains several air quality monitoring stations in the community. Various parameters, including weather parameters, acid aerosols and continuous particulate matter (PM_{10} and $PM_{2.5}$), are measured at either or both the Chepiquilla and Urmeneta stations. Total suspended particulate (TSP) is also measured at these stations as well as at three other locations around the operation. Particulate matter results are publicly available for the Chepiquilla and Urmeneta stations on Chile's National Air Quality Information System (SINCA) website (in Spanish).
Trail Operations	Trail Operations maintains and operates five air quality monitoring stations in the community: at Duncan Flats, Haley Park, Butler Park, Birchbank and Columbia Gardens. The stations monitor an array of parameters, including weather parameters, TSP, PM_{10}, SO_2 and metals. Passive sampling for suspended particulates and metals also occurs at 12 dust fall locations throughout the community. Continuous SO_2 gas and weather parameters are measured and publicly available for four monitoring stations (Birchbank, Haley Park, Butler Park and Columbia Gardens) on this website.
Red Dog Operations	Passive sampling for suspended particulates and metals occurs at several dust fall locations along the road to the port.
Highland Valley Copper Operations	Highland Valley Copper operates and maintains three air quality monitoring stations in the community. TSP is measured at Shula Flats, PM_{10} at the town of Logan Lake and $PM_{2.5}$ at Rey Creek Ranch (off-site baseline). Passive sampling for suspended particulates also occurs at 15 dust fall locations, one of which is located off-site at Rey Creek Ranch.
Quebrada Blanca Operations	Quebrada Blanca operates and maintains 10 air quality monitoring stations around operations at the following locations: Chiclla, Choja, Copaquire, Choja Sur Oriente, Colonia Pintados, Tamentica, Victoria, Cáñamo, Chanavayita and Huatacondo. These 10 stations measure PM_{10}, $PM_{2.5}$, settleable particulate matter (SPM) and meteorological conditions. SPM measurements are also taken at three additional stations, operated and maintained in nearby grazing areas used by the community.

[43] 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, Level 5 or Level 6 based on our risk matrix and guidance.

CIRCULARITY

2024 HIGHLIGHTS

13,281 tonnes of hazardous and non-hazardous waste recycled

3,210 tonnes of end-of-life materials and urban ore recycled at Trail Operations

Quebrada Blanca Operations developed its first circular economy strategy

GRI INDICATORS

2-23, 2-24, 2-27, 3-3, 306-1, 306-2, 306-3, 306-4, 306-5, 14.5.1, 14.5.2, 14.5.3, 14.5.4, 14.5.5, 14.5.6. For details on where to locate GRI indicators in our reporting, see Teck's Reporting Index on our website.

This topic is considered a priority by our employees, local communities, government regulators, investors and society.

HOW DOES TECK MANAGE THIS TOPIC?

Information about our approach to circularity and how Teck contributes to the circular economy, including relevant policies, management practices and systems, is available available for download on our website.

SCOPE

Data in this chapter is stated for Teck's metals operations only and excludes data associated with Teck's previously owned steelmaking coal operations.

Information in this chapter covers Teck-controlled operations, for the fiscal year ending December 31, 2024, unless otherwise stated. For details on definitions and scope, see Methodology and Restatements on page 98.

Employee at Quebrada Blanca Operations, Chile.

Context

Teck provides key commodities, which are durable and recyclable, that are required for sustainable products and infrastructure. We are also working to reduce waste and pollution, to keep products in use and to help improve the natural environment where we operate.

By providing metals that are essential and highly recyclable, and by engaging in metal recycling, Teck plays an important contributory role in the transition to a circular economy. Where feasible, we are implementing circular practices at our sites, with the aim of scaling practices across the business and sharing practices more broadly across the metals and mining industry. As the definition of circular economy and the role of the mining industry within it evolves, we intend to evaluate opportunities to collaborate and further advance the circular transition.

OUR 2024 CIRCULARITY PERFORMANCE

Our Targets and Commitments At Teck, we are continuously working to improve our operational practices by incorporating the principles of a circular economy, aiming to minimize our operational impacts.

SUSTAINABILITY STRATEGY GOALS	SUMMARY OF PROGRESS IN 2024
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 the end of 2040	
Goal: By the end of 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.	Site-based industrial waste inventories were developed and implemented in 2021 and continue to be maintained regularly. In 2024, we developed a waste impacts procedure under our Environment Standard. This procedure mandates site-specific waste management plans, which include annual targets for waste reduction and a review of waste categories based on the mitigation hierarchy: avoid, reduce, reuse, recycle, and dispose. We plan to implement this procedure in 2025.
Goal: By the end of 2025, develop and implement a responsible producer program and “product passport” that is traceable through the value chain.	**Responsible Producer Program:** All of our operations are verified against the Copper Mark Criteria. Highland Valley Copper and Vancouver Head Office (Teck Corporate) were verified against the Mining Association of Canada Towards Sustainable Mining Protocols and validated against the ICMM Performance Expectations in 2024. **Product Passport:** After successfully completing a pilot on germanium traceability, Teck will focus on conducting a copper traceability pilot in 2025. Teck plans to refresh our sustainability strategy and goals in 2025 to reflect our focus on our metals portfolio.
Goal: Be a leader in product stewardship by continuing to implement our Materials Stewardship program and produce secondary metals at our Trail Operations.	In 2024, Teck updated its Materials Stewardship program to: · Streamline our current business practices for risk-based product assessments · Enhance governance, systems and documentation · Promote a culture of shared responsibility for better visibility, accountability and communication

ADVANCING CIRCULARITY

Teck's contributions to the broader circular economy are demonstrated in the below key areas:

- Provision of key metal recycling services at our Trail Operations, including partnering with related businesses to support larger recycling networks and markets for recycled materials
- Collaboration with industry and downstream partners to increase the collection and circularity of commercial and consumer products after our minerals and metals have entered the market (see the Industry Collaboration for Circularity section on page 94)

PROCESS CIRCULARITY

We divide waste into two main categories: mineral waste and non-mineral waste.

Management of Mineral Waste

Based on volume, mineral waste is the most significant waste type generated by Teck. In 2024, our operations generated approximately 174 million tonnes of mineral waste, with the vast majority being waste rock from the extraction of ore. We use internal and independent third-party subject matter experts to design our mineral waste storage facilities. Mineral waste storage methods are determined based on site-specific conditions and industry best practices.

The following categories of mineral waste are products of Teck's operations. See the Circularity section of Teck's Management Approach to Sustainability, as well as our website for more information.

Waste Rock: Waste rock is material that is removed to access ore. The bulk of waste rock from our operations is placed in areas that are specifically designed to contain the rock. Waste rock is also used for reclamation activities and to construct dams, roads and similar structures.

Long-term storage of waste rock is conducted in accordance with closure plans and local regulatory requirements, as applicable. These plans typically include contouring, covering and revegetation to achieve established land use objectives.

Tailings: Tailings are materials rejected from a mill after recoverable valuable minerals have been extracted. These materials are typically stored in tailings storage facilities. All of Teck's tailings storage facilities are designed by external third-party experts and independently reviewed for both design and performance. See the Tailings Management section of Teck's Management Approach to Sustainability, as well as our website for more information.

For additional details on our categories and management of mineral waste, see the Circularity section of Teck's Management Approach to Sustainability.

Figure 23: Mineral Waste

Management of Non-Mineral Waste

In addition to mineral wastes summarized above, Teck also generates non-mineral waste, which includes municipal/domestic waste and industrial waste that is further categorized as non-hazardous and hazardous waste. These waste materials are segregated and disposed of in accordance with material-specific waste management plans and regulatory requirements, mitigating potential impacts on environmental and human health.

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

Hazardous Waste: At Teck, waste is considered hazardous if it is defined as such by jurisdictional regulatory regimes. The primary industrial hazardous wastes produced at our operations include waste oil, solvents, antifreeze, paint and batteries. We collect and store hazardous waste in a responsible manner and in accordance with regulatory requirements. We use licensed contractors to recycle or dispose of this waste off-site, who are required to do so in accordance with applicable regulatory requirements.

Non-Hazardous Waste: The most significant types of non-hazardous waste streams include contaminated solids and liquids, scrap metal, wood waste, glass, tires, e-waste, cardboard and paper.

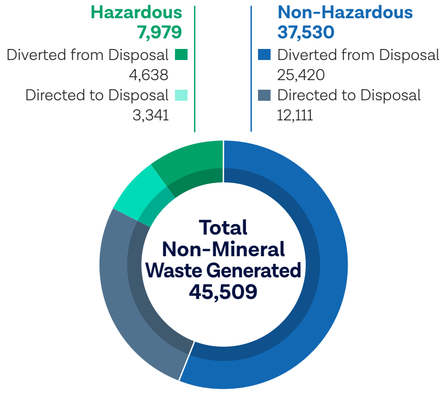
Industrial Waste: A subcategory of non-mineral waste, this category includes types of waste generated by industrial processes; it excludes municipal/domestic waste streams. Significant industrial waste streams at Teck include metallurgical waste, sludges, process residuals (i.e., water treatment), haul truck tires, construction and demolition debris, equipment and contaminated soil.

For additional details on our categories and management of non-mineral waste, see the Circularity section of Teck's Management Approach to Sustainability.

Since 2020, we have progressed towards Teck's 2025 goal to establish site-based industrial waste inventories and plans to turn waste into useful and appropriate products. Key initiatives include:

- Developing a waste impacts procedure
- Assessing transport and waste handling providers, including identifying the final destination of off-site wastes
- Updating site-based waste inventories and setting site-based waste management targets

Figure 24: Non-Mineral Waste by Composition in Metric Tonnes (t) — 2024[1],[2]



(1) Rounding of the individual numbers may cause a discrepancy in the total value.
(2) Methodologies vary across operations, which ultimately result in slightly different approaches to how data might be collected from site to site.

ADVANCING CIRCULARITY (continued)

Table 36: Waste Diverted from Disposal by Recovery Operation, in Metric Tonnes (t) — 2024[1],[2]

TYPE OF WASTE	ON-SITE	OFF-SITE	TOTAL
Hazardous Waste			
Preparation for reuse	0	57	57
Recycling	54	4,409	4,463
Other recovery operations	0	117	117
Total Hazardous Waste	**54**	**4,584**	**4,638**
Non-Hazardous Waste			
Preparation for reuse	0	394	394
Recycling	16	8,802	8,818
Other recovery operations	0	16,207	16,207
Total Non-Hazardous Waste	**16**	**25,404**	**25,420**

(1) Rounding of the individual numbers may cause a discrepancy in the total value.
(2) Methodologies vary across operations, which ultimately result in slightly different approaches to how data might be collected from site to site.

Table 37: Waste Directed to Disposal, by Disposal Operations, in Metric Tonnes (t) — 2024[1],[2],[3]

TYPE OF WASTE	ON-SITE	OFF-SITE	TOTAL
Hazardous Waste			
Incineration (with energy recovery)	0	295	295
Incineration (without energy recovery)	0	225	225
Landfilling	0	1,341	1,342
Other disposal operations	12	1,469	1,480
Total Hazardous Waste	**12**	**3,329**	**3,341**
Non-Hazardous Waste			
Incineration (with energy recovery)	36	0	36
Incineration (without energy recovery)	530	0	530
Landfilling	8,263	3,187	11,450
Other disposal operations	0	95	95
Total Non-Hazardous Waste	**8,830**	**3,281**	**12,111**

(1) Rounding of the individual numbers may cause a discrepancy in the total value.
(2) Methodologies vary across operations, which ultimately result in slightly different approaches to how data might be collected from site to site.
(3) Non-hazardous waste directed to disposal has been restated to 31,216 t for 2023 due to a conversion error of 10,419 t, and to 44,547 t for 2022 due to a conversion error of 1,998 t. See the Sustainability Databook for additional information over the restatement.

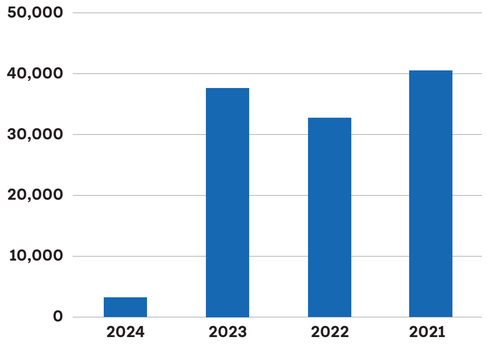
PRODUCT CIRCULARITY

Recycling Services at Trail

The metal recycling services provided by Teck are a critical component of the circular economy, enabling the principle of keeping materials in use for as long as possible. Our Trail Operations is one of the world's largest fully integrated zinc and lead refineries, which is also one of the largest metal recycling centres in North America.

Our focus remains on treating cathode ray tube glass, along with small quantities of zinc alkaline batteries and other post-consumer waste through our lead battery recycling program. By incorporating these end-of-life materials into the circuit, metals can be recovered without any degradation in properties, allowing for their reuse in new commercial or consumer products. These complex materials contain ingredients that can be substituted for primary raw materials and help divert certain consumer wastes from entering landfills.

Figure 25: Recycled Material at Trail Operations (tonnes)



Scrap Metal Recycling

Teck aims to recycle reusable metals to the extent possible. All of our operations have scrap metal recycling programs in place, with site-specific strategies and approaches to enable their effectiveness.

Trail Operations aims to recycle all non-contaminated scrap metal. Metal wastes, including steel, copper and aluminum, are separated at the point of generation before tender packages are issued for their sale. Materials are then shipped to the successful bidder for recycling. In 2024, Trail Operations deployed a new system to track the mass and value of recycled metals.

Highland Valley Copper has a central metal recycling yard and has strategically placed stream-specific waste bins throughout the operation to provide for efficient disposal and segregation of metals by employees and contractors. Metals are sorted manually into streams such as iron, brass, chrome and stainless steel.

Red Dog Operations aims to increase recycled scrap metal tonnage by 10% compared to the previous year. They require projects to prepare waste management documents and have purchased scrap metal dumpsters for recyclable waste. An ongoing initiative focuses on cleaning up the laydown yard, with explicit effort to maximize removal of waste for responsible disposal and recycling.

Our operations in Chile, Quebrada Blanca and Carmen de Andacollo, follow Chile's environmental regulations and standards, which establish the framework for metal waste management and recycling. At Quebrada Blanca, the collection and recycling of metal waste is carried out by an external contractor. At Carmen de Andacollo, a tender process is carried out for the sale of scrap metal generated on-site. The contractor that is awarded the tender is responsible for transport of the material to authorized facilities for recovery.

ADVANCING CIRCULARITY (continued)

Tire Recycling

Teck participated in an innovative pilot project at Trail Operations in British Columbia that combined recycling mining haul truck tires with a program to enhance the longevity of paved surfaces.

At our Carmen de Andacollo and Quebrada Blanca operations, more than 580 tonnes of mining tires were recycled in 2024. Recycling of these tires is carried out by a company that uses renewable energy and provides certification of the materials' destination.

In 2024, Teck and two supply chain partners were recognized for their multi-year initiative to integrate recycled mining tires (tire-derived polymer) into industrial conveyor belts. These belts have been implemented and monitored in Teck's mining operations in Canada and have also been purchased by third parties. Teck continues to recycle haul truck tires from certain operating sites for the purpose of advancing current and potential pilot projects. Pilot projects such as this have allowed us to recycle a small portion of our used tires.

Significant Incidents and Non-Compliance Related to Hazardous Materials and Waste Management

We assess the severity of environmental incidents related to hazardous materials and waste management based on their potential environmental, safety, community, reputational and financial impacts.

According to our incident severity criteria, in 2024, there were no identified significant incidents[44] related to waste management, including significant spills of hazardous or non-hazardous waste.[45]

For more information on significant incidents related to water stewardship, biodiversity and air quality, please see pages 49, 73 and 94.

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 moved at the mine site each year. Red Dog is required to report the amount of material moved at the mine site, which is part of the mining process and does not indicate any health or environmental effect, including any releases of materials from Red Dog to the environment. The Alaska Department of Environmental Conservation (DEC) 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.

Industry Collaboration for Circularity

Through our memberships in the International Council on Mining and Metals (ICMM), the Mining Association of Canada (MAC), the International Zinc Association (IZA), the International Copper Association (ICA) and the International Lead Association (ILA), Teck participates in industry-wide initiatives that support circularity of our products and their end uses.

This includes our participation and support for the Circular Economy Technology Center, CircularTec, in the Tarapacá Region of Chile. CircularTec was established in 2021 with support from various organizations, including Teck and the Regional Government of Tarapacá. CircularTec's mission is to foster collaborative research, development and innovation based on the circular economy model, aiming to create economic, social and environmental value in northern Chile. At Quebrada Blanca, work with CicularTec in 2024 led to the development of a site-specific Circular Economy Strategy and Roadmap, which is expected to be issued by Q2 2025.

We also contributed in 2024 to the development and publishing of ICMM's Tools for Circularity. The Tools for Circularity explain circular economy principles such as resource efficiency, waste reduction and value creation. The tools aim to provide a unified language and vision for circularity, highlight the value and opportunities of circularity to leadership, and showcase various approaches to achieving both process and product circularity. More information on ICMM's Tools for Circularity can be found here.

More information on the industry associations we work with to support circularity and to contribute to the broader circular economy can be found in the Circularity section of Teck's Management Approach to Sustainability.

Materials Stewardship

The responsible use of Teck products, including jurisdictions where they can be sold and any conditions on use, are tracked via a Master Material List. For products to be added to the list, a detailed assessment is conducted. Products are assessed annually on product use, transportation and jurisdiction of use, product classification and hazard communication.

We also commission and conduct site assessments to confirm that Teck products are properly used and that wastes are appropriately managed along the supply chain to metallurgical complexes, refineries and other downstream end users. These assessments allow us to uphold customer relations and market access and to meet regulatory requirements. In 2024, Teck carried out six logistics and customer site assessments and monitored progress with new customers developed in 2023.

Similar risk management practices are applied to hazardous wastes that are generated at Teck sites. Teck assesses and approves new off-site hazardous waste disposal facilities to reduce our long-term risk profile and financial exposure.

In 2021, Teck announced our formal commitment to The Copper Mark, a voluntary assurance framework to promote responsible production practices. In 2024, Teck's Red Dog Operations achieved The Zinc Mark. All of our operations are verified against the Copper Mark Criteria. We have proudly been awarded with the Copper Mark at Carmen de Andacollo, Quebrada Blanca and Highland Valley Copper operations; the Molybdenum Mark at Highland Valley Copper and Quebrada Blanca operations; and the Zinc Mark at Red Dog and Trail operations. These significant achievements highlight our commitment to sustainability and transparency.

[44] 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, Level 5 or Level 6 based on our risk matrix and guidance.
[45] As defined by GRI, a significant spill is a spill that is included in the organization's financial statements, for example due to resulting liabilities, or is recorded as a spill by the organization.

ABOUT THIS REPORT

Teck's 2024 Sustainability Report marks our 24th year of annual reporting on the sustainability topics that are most material to our communities of interest and to our business.

Teck produces this sustainability report for the benefit of our investors and local stakeholders in the communities where we operate in order to provide transparent information about our sustainability efforts, goals, challenges and progress. This report is not intended to serve as a marketing or promotional document for general public use.

This report includes content relating to Teck's sustainability goals, commitments and policies, sustainability-related activities and/or statements about the environmental impacts and benefits of our business activities. Our content has been developed with guidance from internationally recognized methodologies, frameworks, standards and/or recommendations for sustainability reporting. Where non-standard measures are used, we have disclosed the information in accordance with our internal standards, which are designed to reflect and be consistent with internationally recognized methodologies, frameworks, standards and/or recommendations to the extent possible.

This report contains:

- Detailed performance in our 2024 material sustainability topics
- Summary of progress towards achieving our long-term sustainability strategic priorities and goals in the areas of Biodiversity, Climate Change, Communities and Indigenous Peoples, Health and Safety, Our People, Circularity, Tailings Management, and Water

Our report is in conformance with the member requirements of the International Council on Mining and Metals (ICMM), including the implementation of the ICMM Mining Principles, and any mandatory requirements and corporate-level aspects set out in the Position Statements and the Performance Expectations (PE). Disclosure related to our validation of the ICMM PE (i.e., our Red Dog, Quebrada Blanca and Carmen de Andacollo operations and Vancouver Head Office) can be found here. Teck is also in conformance with the Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Protocols. Disclosure related to our self-assessments and verification on the TSM Protocols (i.e., our Red Dog, Quebrada Blanca and Carmen de Andacollo operations) can be found on the MAC TSM website.

Our report is prepared in accordance with the Global Reporting Initiative (GRI) Standards for the period January 1–December 31, 2024. The report has also been prepared in accordance with the Sector Standard GRI 14: Mining and Metals Sector 2023 and is aligned with the Sustainability Accounting Standards Board (SASB) Standards.

This report uses certain terminology that is specific to Teck's sustainability programs and disclosure that may be similar to definitions under federal, state, provincial, or other applicable law. Unless otherwise specified, these terms have the meanings given to them in this report and the use of such any such terms should not be interpreted to adopt any similar statutory, regulatory or other definitions.

See Methodology and Restatements on page 98 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 for each material topic is available on our website.

Assurance

Our assurance process is a combination of reasonable- and limited-level assurance to comply with various reporting frameworks, as outlined below.

PricewaterhouseCoopers LLP provided limited-level assurance on subject matters included in this report:

- The ICMM subject matters described in the assurance report and selected performance data in this report
- Reported disclosures in accordance with the GRI standards as described in the assurance report
- The ICMM Performance Expectations for the Vancouver Head Office

Other limited assurance engagements for 2024 included:

- Scope 3 emissions as presented in the Scope 1, 2 and 3 Emissions Calculation Methodology Report 2023
- Our statement of alignment of our practices with the MAC TSM Protocols at our Vancouver Head Office

PricewaterhouseCoopers LLP provided reasonable-level assurance on the following engagements in 2024:

- The Copper Mark Criteria for Teck's Highland Valley Copper Operations, which resulted in:
  - Recertification of the Copper Mark and Molybdenum Mark for Highland Valley Copper
- Our statement of alignment of our practices with ICMM's Mining Principles and Performance Expectations guided by the ICMM Validation Guidance and the ICMM Assurance and Validation Procedure at our Highland Valley Copper Operations
- Our statement of alignment of our practices with the MAC TSM Protocols at our Highland Valley Copper Operation.

See pages 99-101 for the assurance letter from PricewaterhouseCoopers LLP. Supporting information related to our ICMM PE self-assessment and validation summary reports is available on our website. PricewaterhouseCoopers LLP is also Teck's independent auditor.

We have also undertaken reasonable-level assurance on our conformance to the British Columbia, Canada, provincial Greenhouse Gas Emission Reporting Regulation and to the requirements of the CleanBC Industrial Incentive Program (CIIP).

Contact

If you have any questions about this report, email us at sustainability@teck.com.

OTHER REPORTS

The 2024 Sustainability Report is part of Teck's annual reporting suite, available on our website, which includes:

Annual Report

Management's discussion and analysis, and audited consolidated financial statements

Annual Information Form

Describing our business, including our mineral reserve and resource disclosure, and disclosure on risks that may affect Teck

Management Information Circular

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

Climate Change and Nature 2024 Report

Details how we are incorporating nature and climate considerations into our strategy, combining the recommendations of the TNFD and the TCFD.

Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Outlines how we are identifying and mitigating the risk of modern slavery, including forced labour and child labour, in our operations and supply chain.

KEY ENGAGEMENT TOPICS WITH COMMUNITIES OF INTEREST (COIs)

Engagement with COIs, including local communities and Indigenous Peoples, our workforce, investment communities, industry associations, government, Non-Governmental Organizations (NGOs), business partners and customers, helps to enhance our mutual understanding of interests, concerns and aspirations, and strengthens relationships. See page 9 for more information.

Table 38: Key Engagement Topics Identified and Managed in 2024

COMMUNITY OF INTEREST IDENTIFIED	DESCRIPTION	PRIORITY ENGAGEMENT TOPICS IN 2024	LEARN MORE
Our Workforce	Union, non-union, full-time and part-time employees and contractors	· Bargaining and collective agreements · Health and safety · Inclusion and diversity · Separation from the coal business unit	Pages 19, 55
Investors, Financial Institutions	Institutional investors, retail investors, other equity holders, debt holders, banks and credit rating agencies	· Capital allocation · Climate change, carbon pricing and nature · Financial and operational performance · Governance and dual class share structure sunset for Class A shares · Investment · Project execution · Sale of the coal business unit · Social and environmental management	See the 2024 Annual Report for information on financial and operational performance

Table 38: Key Engagement Topics Identified and Managed in 2024 (continued)

COMMUNITY OF INTEREST IDENTIFIED	DESCRIPTION	PRIORITY ENGAGEMENT TOPICS IN 2024	LEARN MORE
Communities	Local communities, vulnerable communities (including women and children), community-based institutions, and those outside of project- and site-affected communities	· Biodiversity management · Climate change impacts · Closure planning and execution · Community investments · Cultural heritage · Dust, noise and vibration issues · Health and safety · Local procurement and employment · Participative community monitoring · Permitting activities · Resettlement planning · Tailings management · Water quality and/or availability	Pages 12, 19, 26, 36, 45, 50, 70, 74, 86
Civil Society, Non-Governmental and Multinational Organizations	Regional, national and international organizations focused primarily on advocacy	· Climate change, carbon pricing, and nature · Community investment opportunities · Cultural heritage · Global development topics · Public health partnerships · Transparency on the payments we make to governments and others	Pages 12, 26, 36, 65
Academic Institutions and Researchers	Academic institutions and research organizations	· Research partnerships, including water and biodiversity research	Pages 45, 70

ENGAGING WITH COMMUNITIES OF INTEREST (COIs) (continued)

Table 38: Key Engagement Topics Identified and Managed in 2024 (continued)

COMMUNITY OF INTEREST IDENTIFIED	DESCRIPTION	PRIORITY ENGAGEMENT TOPICS IN 2024	LEARN MORE
Governments	Local government bodies or institutions, provincial/ sub-national governments and national/federal governments	· Biodiversity management and conservation · Circular economy · Climate change and carbon pricing · Critical minerals · Decarbonization · Environmental management · Environmental regulatory and permitting · Health and safety · Industry competitiveness · Innovation · International trade · Taxation policy · Transportation and logistics	Pages 19, 26, 70, 77, 90
Indigenous Governments and Communities	Formal governance structures representing Indigenous communities and organizations, including businesses identified by Indigenous communities and traditional land users	· Agreement negotiation and implementation · Cultural heritage · Economic opportunities · Environmental management, including water quality and access, and biodiversity · Human and Indigenous rights · Implementation of the United Nations Declaration on the Rights of Indigenous Peoples · Indigenous rights and free, prior and informed consent · Integration of Indigenous and western insights and traditional land use · Land conservation · Partnerships and community investment opportunities · Regulatory approvals · Subsistence and local livelihoods · Truth and Reconciliation	Pages 12, 36, 70, 81

Table 38: Key Engagement Topics Identified and Managed in 2024 (continued)

COMMUNITY OF INTEREST IDENTIFIED	DESCRIPTION	PRIORITY ENGAGEMENT TOPICS IN 2024	LEARN MORE
Commercial Interests	Joint venture partners, large contractors and customers	· Climate change and emissions · Logistics and transportation · Materials stewardship · Responsible mining practices · Supply chain due diligence	Pages 26, 77, 90
Industry Associations	Associations representing businesses (e.g., mining associations, sustainable business organizations)	· Business competitiveness · Critical minerals · Cultural heritage · Decarbonization · Environmental management · Geopolitical risks · Health and safety · Human rights · Implementation of the United Nations Declaration on the Rights of Indigenous Peoples · Nature · Regulatory issues · Social performance and Indigenous engagement best practices · Tailings management	Pages 12, 19, 26, 50, 70, 81, 90

METHODOLOGY AND RESTATEMENTS

Methodology

This report discloses sustainability data for the fiscal year ending December 31, 2024. The scope of this report covers Teck-controlled operations, which are consolidated using the operational control approach.

Teck-controlled operations are locations where Teck has the ability to exert decision-making authority over their activities, whose primary purpose is the ongoing generation of revenue through either extraction of a mineral, or by producing metals or chemicals from precursor materials such as ores, concentrates or other bulk raw materials. In 2024, this includes Carmen de Andacollo Operations, Highland Valley Copper Operations, Quebrada Blanca Operations, Red Dog Operations and Trail Operations.

This differs from the financial approach, which consolidates all subsidiaries or entities that we control, either directly or indirectly, with the ability to govern their financial and operating policies. As a result, Antamina, a non-controlled joint venture operation, is not included in our data coverage in the Sustainability Report, unless otherwise stated. Approximately 86% of our revenue from continued operations is covered by our sustainability disclosure in this report. For more details on Teck's financial performance, see Teck's financial reports on our website.

The Health and Safety and Our People and Culture chapters cover Teck-controlled assets, which include all locations where Teck has the ability to exert decision-making authority over their activities, including operations, exploration and development projects, sites in closure, legacy sites and offices.

Additionally, this report addresses key issues at exploration and development projects, sites in closure, legacy sites and non-controlled joint venture projects and operations, where applicable.

Unless otherwise stated, we report data for our operations on a 100% ownership basis (e.g., for 97.5%-owned operations, 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.

Teck-Controlled Operations

Teck-controlled operations included in this report are listed below. Teck-controlled refers to situations where Teck has the ability to exert decision-making authority over an activity or location.

North America Business Unit

Copper

- Highland Valley Copper

Zinc

- Red Dog
- Trail Operations

Latin America Business Unit

Copper

- Carmen de Andacollo
- Quebrada Blanca

Non-Controlled Joint Venture Operations

Joint venture operations where Teck does not have operational control but are covered in the Value Chain Management chapter and other areas of this report:

- Antamina

Teck-Controlled Development Projects

Teck-controlled development projects which are covered in some areas of this report:

Copper Development Projects

- Highland Valley Copper Mine Life Extension
- Quebrada Blanca Future Expansions
- Schaft Creek
- Zafranal

Zinc Development Projects

- Anarraaq & Aktigiruq

Non-Controlled Joint Venture Development Projects

Joint venture development projects where Teck does not have operational control but are covered in some areas of this report:

Copper Development Projects

- Galore Creek
- NewRange
- NuevaUnión
- San Nicolás

Restatements

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, which can change year to year due to 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.

In 2024, Teck sold its steelmaking coal operations. Unless otherwise stated, current and historical sustainability data in this report has been restated for metals operations only, and excludes data associated with Teck's previously owned steelmaking coal operations. For prior-year data on Teck's previously owned steelmaking coal operations, including data for the portion of 2024 in which they were operated by Teck, see our Sustainability Databook.

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TECK RESOURCES LIMITED'S 2024 SUSTAINABILITY REPORT

To the Directors of Teck Resources Limited

Limited assurance report on the subject matter

We have conducted a limited assurance engagement on select reported performance included in Schedule 1, including greenhouse gas emissions performance data (the subject matter), of Teck Resources Limited (Teck), included in the 2024 Sustainability Report, as at December 31, 2024 and for the year then ended.

Responsibilities for the subject matter

Management of Teck is responsible for:

- the preparation of the subject matter in accordance with the criteria detailed in Schedule 1 (the applicable criteria);
- designing, implementing and maintaining such internal control as management determines is necessary to enable the preparation of the subject matter, in accordance with the applicable criteria, that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

INHERENT LIMITATIONS IN PREPARING THE SUBJECT MATTER

Non-financial data is subject to more limitations than financial data, given both the nature and the methods used for determining, calculating, sampling or estimating such data. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgments.

Greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standard Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements,* which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the subject matter is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the subject matter.

We conducted our limited assurance engagement in accordance with Canadian Standard on Assurance Engagements (CSAE) 3000, A*ttestation Engagements Other than Audits or Reviews of Historical Financial Information (CSAE 3000) and International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)), and, in respect of the select greenhouse gas emissions performance measures, Canadian Standard on *Assurance Engagements (CSAE) 3410, Assurance Engagements on Greenhouse Gas Statements* issued by the Auditing and Assurance Standards Board (CSAE 3410), and International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements* (ISAE 3410), issued by the International Auditing and Assurance Standards Board.

As part of a limited assurance engagement in accordance with CSAE 3000 and ISAE 3000 (Revised) and CSAE 3410 and ISAE 3410, we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Determine the suitability in the circumstances of Teck's use of the applicable criteria as the basis for the preparation of the subject matter.
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of Teck's internal control.
- Design and perform procedures responsive to where material misstatements are likely to arise in the subject matter. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Summary of the work performed

A limited assurance engagement involves performing procedures to obtain evidence about the subject matter. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgment, including the identification of where material misstatements are likely to arise in the subject matter, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- obtained an understanding of Teck's reporting processes relevant to the preparation of its subject matter by:
  - Performing inquiries of management and senior executives; and
  - Reviewing relevant documents detailing reporting processes and procedures;
- evaluated whether all information identified by the process to identify the information reported in the subject matter is included in the subject matter;
- performed inquiries of relevant personnel and analytical procedures on selected information in the subject matter;
- performed substantive assurance procedures on selected information in the subject matter;
- evaluated the appropriateness of quantification methods and reporting policies;
- evaluated the methods, assumptions and data for developing estimates;

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TECK RESOURCES LIMITED'S 2024 SUSTAINABILITY REPORT (continued)

- reviewed the subject matter disclosures, the GRI context index and appendices to ensure consistency with the evidence obtained and adherence to the applicable criteria; and
- evaluated the presentation of the subject matter in the 2024 Sustainability Report

Limited assurance 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 the subject matter as at December 31, 2024 and for the year then ended is not prepared, in all material respects, in accordance with the applicable criteria.

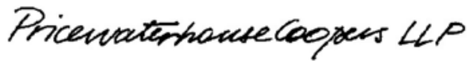
Emphasis of matter

We draw attention to page 3 of Teck's 2024 Sustainability Report which describes the boundaries of their report, which is stated as their metals operations excluding their previously owned steelmaking coal operations. Unless otherwise stated, data as at December 31, 2024 and for the year then ended, as well as the comparatives included in their report, have been restated for the exclusion of the performance of Teck's previously owned steelmaking coal operations. Our conclusion is not modified in respect of this matter.

Restriction on use

Our report has been prepared solely for the Directors of Teck for the purpose of assisting management in reporting to the Directors on its subject matter. The subject matter therefore may not be suitable, and is not to be used, for any other purpose. Our report is intended solely for 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 13, 2025

SCHEDULE 1

SUBJECT MATTER	CRITERIA USED AS THE BASIS OF REPORTING (THE CRITERIA)
ICMM's five subject matters as outlined in the Assurance and Validation Procedure (June 2023):	
Subject matter 1: Teck's assertion on page 95 of the alignment of its sustainability policies, management standards and procedures to the ICMM Principles and corporate-level Performance Expectations (PEs) as well as mandatory requirements set out in the ICMM Position Statements.	ICMM Principles and relevant corporate-level PEs and any mandatory requirements set out in ICMM Position Statements
Subject matter 2[1] : Teck's description on pages 10-11 of the processes in place to identify and prioritise the sustainability risks and opportunities faced by the business during the reported period and the outcome of these processes (i.e. its list of material topics).	GRI 3: Material Topics 2021, 3-1 and 3-2
Subject matter 3: Teck's description of the systems and approaches it's using to manage each of the identified material sustainability risks and opportunities, together with a brief description of the status of implementation of these, included in their management approach documents and in each material topic chapter of the 2024 Sustainability Report.	GRI 3: Material Topics 2021, 3-3
Subject matter 4: Teck's selected reported performance measures for the Teck Metal's operations (excluding previously owned steelmaking coal operations) during the given reporting period for a selection of the identified material sustainability risks and opportunities (see data table).	See data table
Subject matter 5: Teck's description, referenced on page 95, of the process and criteria used to identify assets for PE validation, and the outcome of this process (assets selected) in the reporting year.	3.3.2 of the ICMM document
Other subject matters:	
ICMM's requirement to report against the GRI Standards as specified below: · Teck's GRI Index content is accurately cross referenced	ICMM

[1] The process in place to identify the risks and opportunities during the reporting period considered operations for the full year, which includes the impact of Teck's steelmaking coal operations.

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TECK RESOURCES LIMITED'S 2024 SUSTAINABILITY REPORT (continued)

DATA TABLE

#	PERFORMANCE MEASURE	2024	REFERENCE	CRITERIA USED AS THE BASIS OF REPORTING (THE CRITERIA)[2]
1	Number of fatalities	0	Table 2	GRI 403-9a.i and management's internally developed criteria
2	Lost-time injuries	53	Table 2	GRI 403-9a.iii and management's internally developed criteria
3	Lost-time injury frequency (LTIF)	0.31	Table 2	GRI 403-9a.iii and management's internally developed criteria
4	Total occupational disease rate (per 200,000 hours)	0.16	Table 6	GRI 403-10a.ii and management's internally developed criteria
5	High-Potential incident performance – Total frequency (per 200,000 hours)	0.12	Table 3	GRI 403-9 2.2.4 and management's internally developed criteria
6	Total emissions – Direct (Scope 1) (kt CO_2e)	825	Table 9	GRI 305-1a and the GHG protocol
7	Total emissions – Indirect (Scope 2) Market-Based (kt CO_2e)	858	Table 9	GRI 305-2b and the GHG protocol
8	Total energy consumption (TJ)	28,269	Figure 8	GRI 302-1e
9	All operations – Total Water withdrawals (ML)	166,641	Table 16	GRI 303-3a and management's internally developed criteria
10	Total area of land reclaimed (ha)	1,611	Table 29	GRI 101-2b.ii and management's internally developed criteria
11	Total area of land yet to be reclaimed (ha)	12,990	Table 29	GRI 101-2b.i and management's internally developed criteria
12	Total community investment spend ($)	27,911,000	Table 15	GRI 201-1a.ii and management's internally developed criteria
13	Total SO_2 emissions from stacks, stationary and mobile fossil fuel combustion (tonnes)	1,639.4	Table 34	GRI 305-7a.ii
14	Total Hazardous waste directed to disposal off-site (tonnes)	3,329	Table 37	GRI 306-5b
15	Total Non-hazardous waste directed to disposal off-site (tonnes)	3,281	Table 37	GRI 306-5c
16	Total number of employees, temporary and permanent, working at Teck-controlled assets	7,649	Figure 18	GRI 405-1b.i
17	Total number of women, temporary and permanent, working at Teck-controlled assets	1,953	Figure 18	GRI 405-1b.i

[2] See the footnotes of each performance measure table or in the body of the Sustainability Report for management's internally developed criteria.

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", "continue" 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; our expectation of becoming one of the world's top 10 copper producers; our short-term and long-term sustainability goals, including, but not limited to, our water policy goals, our carbon intensity and net-zero goals, our goal of achieving 100% renewable energy at QB Operations by end of 2025, our goal for all operating sites to have plans to secure net positive impact by 2025, our ambition to achieve net-zero Scope 1 and 2 emissions by 2050, our goal to reduce the carbon intensity of our operations by 33% by 2030, our goal to achieve net-zero Scope 2 emissions by end of 2025, our ambition to achieve net-zero Scope 3 emissions by 2050, and our goal to become a nature positive company by 2030, and our expectations as to how and when we will meet those goals, including, but not limited to, most statements under the sections "Teck's Roadmap to Net-Zero" and "Teck's Nature Positive Goal"; implementation of site-based industrial waste inventories and plans to turn waste into useful and appropriate products; implementation of a responsible producer program and our material stewardship program; our strategic priorities and related goals, targets, commitments and plans and our expectations regarding those goals, targets, commitments and plans; the estimated timing and spending to achieve our goals; pilot projects related to carbon capture utilization and storage at Trail Operations, electric transport trucks for hauling concentrate at HVC Operations, and biogenic refinery at Red Dog Operations; our commitment to work with our customers and transportation providers to reduce downstream emissions; our agreement to source 100% renewable energy for Quebrada Blanca Operations by end of 2025; our ambition to transition to seawater or low-quality water for all operations in water-stressed regions by 2040; expectations regarding the conduct of our suppliers and contractors; our ability to manage our tailings facilities in a safe and environmentally responsible way; the expectation that all of our active tailings management facilities will be operated in full conformance with the Global Industry Standard on Tailings Management by August 2025; expectations regarding the benefits of technology and innovation, including, technology and innovation related to health and safety, including improved technology to support operational occupational hygiene team, technology and innovation relating to tailings, including, but not limited to, projects related to dewatering and co-mingling, the use of additives, and the development of a digital tailings management system; our ambition to work towards disposing zero industrial waste by 2040; our goal to develop and implement a responsible product program; our expectations with respect to conducting human rights risk assessments and the outcomes thereof; our goal of eliminating fatalities, serious injuries and occupational disease; our expectation regarding implementation of new management standards and training related to modern slavery; expectations regarding implementation of new human rights risk assessment methodology; expectations related to advancing equity, inclusion and diversity initiatives; our goal to increase the percentage of women working at Teck to 30% by 2030; expectations regarding increasing local employment and employment of Indigenous Peoples; engagement with Indigenous Peoples and local communities; our expectation of increasing procurement spend with Indigenous suppliers; community investment initiatives; our ability to resolve concerns of Indigenous Peoples and local communities; the implementation of additional training with respect to health and safety, cultural awareness, equity, diversity and inclusion and other matters; our ability to advance relationships with Indigenous partnerships and advance reconciliation with Indigenous Peoples; our ability to ensure responsible use of our products; our goal to contribute to community organizations and global initiatives; our goal to responsibly close our mines; expectations for lowering supply-chain emissions through partnerships; and expectations for deploying and effectiveness of our gender-based violence and harassment procedure.

The forward-looking statements in this report are based on a number of estimates, projections, beliefs and assumptions that 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, performance and effectiveness of technology needed to achieve our sustainability goals and priorities; the availability of clean energy sources and zero-emissions alternatives for transportation on reasonable terms; our ability to implement new source control or mine design strategies on commercially reasonable terms without impacting production objectives; our ability to successfully implement our technology and innovation strategy; 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.sedarplus.ca 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.

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