2025

SUSTAINABILITY REPORT

Teck

IN THIS REPORT

GENERAL DISCLOSURES

3 Basis of Preparation of the Sustainability Report
4 About Teck
5 External Assurance and Awarded Certifications
6 Message from the President and CEO, Jonathan Price

SUSTAINABILITY STRATEGY

7 Governance and Approach to Sustainability
9 2025 Double Materiality Assessment

MATERIAL TOPICS

10 Relationships with Indigenous Peoples
17 Relationships with Communities
24 Water Stewardship
28 Climate Change
33 Biodiversity
37 Tailings Management
40 Mine Closure
42 Air Quality
46 Circularity
50 Our People and Culture
58 Health and Safety
64 Business Conduct
67 Human Rights
70 Value Chain Management

APPENDIX

74 Goals Ending in 2025
76 Boundaries Definitions
77 Other Reports
78 Independent Assurance Report
81 Cautionary Note on Forward-Looking Statements
82 Important Notice Regarding this Document

ONLINE ONLY

- Management Approach to Sustainability
- Sustainability Reporting Index and Databook
- ESG ratings and rankings
- Glossary
- ICMM Self-Assessment and Validation Summary Report
- Disclosure Portal

On the cover: Indigenous Peoples community member near Quebrada Blanca Operations, Chile.

Pictured: Community members near Carmen de Andacollo Operations, Chile.

BASIS OF PREPARATION OF THE SUSTAINABILITY REPORT

Teck's 2025 Sustainability Report marks our 25th year of annual reporting on the sustainability topics that are most material to our communities of interest (COIs), to stakeholders and to our business. We produce this report for our investors and stakeholders in the communities where we operate to provide transparent information about our material sustainability impacts, risks and opportunities (IROs). It is not intended to serve as a marketing or promotional document for general public use.

This report is prepared for the period January 1–December 31, 2025 in accordance with the Global Reporting Initiative (GRI) Standards, Sector Standard GRI 14: Mining and Metals Sector 2023, and is aligned with the Sustainability Accounting Standards Board (SASB) Standards. It is also 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 (PEs).

Disclosure related to our validation of the ICMM PEs and verification of the Mining Association of Canada Towards Sustainable Mining (MAC TSM) Protocols can be found in our Sustainability Report and Disclosure Portal.

To the extent possible, we follow 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.

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; the use of such any such terms should not be interpreted to adopt any similar statutory, regulatory or other definitions. See our Sustainability Report Glossary for definitions.

This report has been reviewed and approved by Teck's Board of Directors. Our management approach information for each material topic is available on our website.

External Assurance

PricewaterhouseCoopers LLP (PwC) conducted a limited assurance engagement on our Sustainability Report in accordance with the ICMM: Assurance and Validation Procedure for Sustainability Report Assurance (updated June 2023). See the assurance letter from PwC in the Appendix for detailed information. PwC is also Teck's independent auditor.

Boundaries

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 extraction of a mineral or by producing metals or chemicals from precursor materials such as ores, concentrates or other bulk raw materials. In 2025, this includes Carmen de Andacollo Operations (CdA), Highland Valley Copper Operations (HVC), Quebrada Blanca Operations (QB), Red Dog Operations (RDO) and Trail Operations (Trail).

This differs from the financial approach, which consolidates all subsidiaries or entities that we control, either directly or indirectly, including our 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 is from Teck-controlled operations and 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.

Restatements

In our efforts to continually improve and standardize our annual reporting process, Teck applies restatements when necessary to provide data accuracy and consistency across reporting periods. Restatements will be applied under the following circumstances: errors identified in previously reported data, changes in methodologies, adjustments due to changes in organizational boundaries or modifications to the base year that are material. For the 2025 reporting period, two restatements were required in the Biodiversity and the Circularity chapters. See pages 35 and 48 for details.

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 building resilience on a foundation of stakeholder trust.

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.

On September 9, 2025, Teck and Anglo American plc announced an agreement to combine the two companies in a Merger of equals to form Anglo Teck plc, a global critical minerals champion headquartered in Canada. Shareholders of both companies voted overwhelmingly in favour of the transaction on December 9, 2025. The Merger remains subject to customary closing conditions for a transaction of this nature, including regulatory approvals in multiple jurisdictions globally. The parties continue to work collaboratively toward securing the required approvals and advancing the transaction to completion.

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 change we want to create for the world and for our business. Refer to our website for more details.

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. Red Dog Mine Life Extension

OUR PRODUCTS — METALS THAT MATTER

We are committed 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.

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.

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.

EXTERNAL ASSURANCE AND AWARDED CERTIFICATIONS

PwC provided limited-level assurance on:

- ICMM conformance with Global Industry Standard for Tailings Management (GISTM)
- MAC TSM Tailings Management Protocol for inactive facilities
- Scope 3 emissions as presented in the Scope 1, 2 and 3 Emissions Calculation Methodology Report 2023

PwC provided reasonable-level assurance on:

- Our statement of alignment of our practices with ICMM's Mining Principles and PEs guided by the ICMM Validation Guidance and the ICMM Assurance and Validation Procedure at our Trail Operations
- Our statement of alignment of our practices with the MAC TSM Protocols at our Trail Operations
- Our statement of alignment of our practices with The Copper Mark Criteria Guide

We have also undertaken reasonable-level assurance on our conformance to the British Columbia Greenhouse Gas Emission Reporting Regulation.

The following certifications were awarded or maintained during 2025:

- Recertification of The Zinc Mark at Trail Operations
- Maintained The Copper Mark and The Molybdenum Mark at HVC
- Maintained The Copper Mark at CdA
- Maintained The Copper Mark and The Molybdenum Mark at QB
- Maintained The Zinc Mark at RDO

MESSAGE FROM THE PRESIDENT AND CEO, JONATHAN PRICE

Jonathan H. Price
President and Chief Executive Officer

2025 was a defining year for Teck. We strengthened our position as a critical minerals champion focused on delivering the metals that matter for global development and the energy transition. Our strategy remains centred on operating safely, responsibly and efficiently while advancing our growth pipeline to meet the rising global demand for critical minerals — a strategy that supports the proposed Merger of equals between Teck and Anglo American. Throughout the year, our teams demonstrated strong commitment to operational excellence and responsible resource development.

The proposed Merger of equals announced in 2025 marks an extraordinary milestone — not just for our two companies, but also for our industry. By bringing together these two leading organizations with complementary strengths, portfolios and shared values, we are aiming to build a global leader in critical minerals: one that is uniquely positioned to help power the world's energy transition as a top five global copper producer and a major producer of zinc, iron ore and other critical minerals.

Sustainability Performance Overview

This report celebrates 25 years of sustainability reporting, building on Teck's commitment to make sustainability a cornerstone of our operations. Sustainability is embedded in our purpose, is reflected in our values and is fundamental to delivering on our business strategy. Health and safety is a core value for Teck, and while no fatalities occurred at Teck-controlled sites in 2025, we were deeply saddened by the two fatalities at Antamina, our joint venture site. We worked closely with our joint venture partners to conduct a thorough investigation, which resulted in several learnings to help prevent a future incident.

The culmination of our 2020 sustainability strategy resulted in some key sustainability achievements:

- Over $147.1 million invested to continue supporting local communities and Indigenous Peoples, with programs focusing on nature, climate, community wellness, education and equity since 2020
- $335 million spent in procurement with Indigenous businesses in 2025, for a total of $1.19 billion since the beginning of 2022
- By the end of 2025, we achieved 100% renewable power at our two operations in Chile: Quebrada Blanca and Carmen de Andacollo
- Conserved or restored nearly 53,000 hectares (ha) since 2020
- $37 million was invested in training and development in 2025, for a total of $251 million since 2020
- All of Teck's metals operations are verified and recognized through The Copper Mark and The Zinc Mark programs

Delivering on Metals That Matter

Our objective is simple: focus on the metals that matter while operating in ways that foster strong communities and working towards long-term resilience. By maintaining a leading pipeline of copper growth opportunities and streamlining our portfolio, we can invest in the high-growth transition metals that will drive long-term value.

2025 was a year of focused work to stabilize operations and advance the action plan underway at QB. Thanks to the dedication and expertise of our teams — who worked tirelessly to deliver progress — we produced 453,500 tonnes of copper across our operations, an increase from 446,000 tonnes in 2024. Our progress is rooted in Teck's sustainability-focused approach, including the use of renewable energy, responsible water management, and meaningful partnerships with local and Indigenous communities. These practices continue to guide our work as we grow responsibly and create long-term value.

Evolving Our Sustainability Strategy

At Teck, we periodically update our sustainability strategy to remain resilient and relevant in a rapidly changing world. 2025 marks the renewal of our sustainability strategy and the completion of our transformation into a pure-play energy transition metals company, having previously divested our steelmaking coal and oil sands business units. The sustainability strategy update was informed by a rigorous, multi-year process rooted in successive double materiality assessments (DMAs), and our understanding of the most significant sustainability-related impacts, risks and opportunities across our operations and value chain. We also engaged extensively with key stakeholders across our business to develop a strategy that reflects shared priorities and long-term value creation.

Our updated sustainability strategy focuses on material topics, with focused ambitions to drive progress, build business resilience and achieve meaningful advancements towards our 2030 ambitions. This approach lays the foundations for turning commitments into measurable results: creating positive outcomes, both for people and nature, by focusing on ambitions related to relationships with communities and with Indigenous Peoples, water stewardship, climate, nature, health and safety, and our people and culture.

Looking Ahead

As we work towards creating a new global critical minerals leader in Anglo Teck, we are poised to strengthen our leadership in the global critical minerals sector. Our purpose is clear: to provide the essential resources the world depends on while caring for the communities and environments we value. Guided by our values, supported by a world-leading portfolio and dedicated people, we will continue to deliver sustainable growth to our stakeholders in way that respects nature and supports the communities we call home.

Jonathan H. Price
President and Chief Executive Officer
Vancouver, B.C., Canada
March 12, 2026

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 Our Approach to Responsible Business section of Teck's Management Approach to Sustainability.

Management Approach

Teck's management approach to sustainability provides information on how we embed our governance principles into practice. It includes specific policies, procedures, roles and responsibilities, metrics and monitoring for managing material sustainability topics for Teck in accordance with GRI 3-3.

See Teck's Management Approach to Sustainability for more details.

SUSTAINABILITY STRATEGY

Teck reviews and updates our sustainability strategy every five years, or after major changes to the business, to continue to reflect our purpose and to align with our evolving business. Following a fundamental shift in our portfolio in 2024 and the scheduled five-year review, we refreshed our sustainability strategy in 2025.

The 2025 strategy refresh reinforces our commitment to responsibly produced energy transition metals and to continue to deliver on our material topics while also focusing our enterprise efforts on a set of focused ambitions where we can make the most impactful difference. Through three successive DMAs and broad engagement with leadership, we have deepened our understanding of our most significant sustainability-related IROs across our operations and value chain. The strategy refresh provides guidance on where we focus, how we phase activities, and how we partner across our business and with our stakeholders.

The refreshed strategy includes updated goals that focus on a set of material topics designed to enable progress, strengthen our core business, build resilience and drive advancement toward our 2030 ambitions. It also highlights performance against previous goals and retires others. See the Appendix for further information on our previous goals.

Our material topics comprise two categories: focused ambitions and enabling topics. Focused ambitions drive our sustainability strategy forward to 2030, with emphasis on where we can create the greatest positive impact for our communities, for the environment and for our business. Enabling topics, which are embedded within our business, drive the progress of our corporate strategy, centred around the pillars of core excellence and resilience.

SUSTAINABILITY STRATEGY	FOCUSED AMBITIONS	ENABLING TOPICS
	Relationships with Communities and Indigenous Peoples	Air Quality
	Water Stewardship	Mine Closure
	Biodiversity	Business Conduct
	Climate Change	Tailings Management
	Our People and Culture	Value Chain Management
	Health and Safety	Human Rights
		Circularity

SUSTAINABILITY STRATEGY (continued)

Measuring Success

Our commitment to managing our material topics — through policies, standards and key performance indicators that guide decision-making, strengthen compliance and build resilience as we grow — remains unwavering. See each chapter for more information about performance metrics.

Alongside these metrics, we have set goals that will help drive our sustainability strategy forward to 2030.

Relationships with Communities and Indigenous Peoples	· Work to strengthen relationships with communities by contributing to initiatives that support self-defined development priorities · Work to strengthen relationships with Indigenous Peoples by contributing to Indigenous-led initiatives that support self-defined cultural and development priorities
Water Stewardship	· Work to protect water quality downstream of our mines through the implementation of mine waste source control solutions · Evaluate efficiency opportunities in our mining process to reduce high-quality water usage at our mines
Biodiversity	· By 2030, the impact of our use of avoidance, minimization, rehabilitation, offsets and conservation actions will exceed the terrestrial disturbance caused by our mining activities from a 2020 baseline[1] · By the completion of closure of a site, the impact of our use of avoidance, minimization, rehabilitation, offsets and conservation actions will exceed the terrestrial disturbance caused by our mining activities from a pre-mine baseline[1]
Climate Change	· Reduce the carbon intensity of our operations by 33% by the end of 2030, from a 2020 baseline · Achieve net-zero Scope 1 and 2 emissions across our operations by the end of 2050
Our People and Culture	· Increase the percentage of women working at Teck to 30% by the end of 2030 · Equip our employees for future workplace and leadership needs, including upskilling and reskilling, by investing $150 million in training and skills development programs by the end of 2030
Health and Safety	· Advance the elimination of fatalities and serious injuries through significantly enhanced critical control verification (CCV) for fatal hazards

[1] The accounting of this goal will be based on disturbed hectares against hectares offset and conserved, with consideration of the types of ecosystems, habitats and species impacted.

2025 DOUBLE MATERIALITY ASSESSMENT

Approach to Double Materiality

Teck identifies material sustainability matters through a DMA, which evaluates topics through IROs:

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

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

The outcomes of the materiality assessment inform our sustainability strategy and drive the content of our annual Sustainability Report. Along with our Management Approach to Sustainability, the Sustainability Report outlines the controls and procedures Teck has in place to manage the identified topics 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 Our Approach to Human Rights section of Teck's Management Approach to Sustainability.

Teck's materiality assessment process followed 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.

Double Materiality Process

Our approach to undertaking a materiality assessment was comprised of three phases: identification, prioritization and validation. This year, our DMA focused on enhancing our understanding of the specific IROs associated with each material sustainability topic.

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.

In 2025, we leveraged information from our prior year materiality assessment results, enterprise risk registers, sustainability strategy, global trends and market analysis to develop a list of IROs.

Prioritization

During the prioritization phase, we apply the double materiality scales: positive and negative impact, and financial risk and opportunity. We define these scales in alignment with Teck's enterprise risk management program and guidance from GRI.

We applied the materiality scales to assess the materiality of each IRO that resulted from the identification phase. Impact materiality was calculated by considering the severity of impact (scale, scope and remediability) and the likelihood of occurrence. Financial materiality, on the other hand, was calculated by considering the magnitude of the financial effect (including operational, reputational and financial impacts) and the likelihood of occurrence.

We engaged with internal subject matter experts to further review each IRO.

Validation

During the third phase, the results were socialized and validated by members of Teck's senior management team and approved by the Sustainability Committee of the Board of Directors.

During the year, assurance was 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 in the Appendix.

Materiality Results

Based on our 2025 materiality results, no new topics were added this year. This resulted in a list of 14 material topics, each with its own subtopics and IROs.

Figure 1: 2025 Double Materiality Assessment Process

[2] As part of our financial materiality process, we review the methodologies outlined by global standards. We also stay informed about evolving sustainability reporting standards and we review our practices accordingly.

RELATIONSHIPS WITH INDIGENOUS PEOPLES

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage relationships with Indigenous Peoples, including relevant policies, management practices and systems.

GRI INDICATORS

203-1, 203-2, 3-3, 411-1, 413-1, 14.9.1, 14.9.3, 14.9.4, 14.10.2, 14.11.1, 14.11.2, 14.11.3, 14.11.4, 14.12.1. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Community member near Red Dog Operations, U.S.

OUR 2025 PERFORMANCE IN RELATIONSHIPS WITH INDIGENOUS PEOPLES

Recognizing and Respecting the Interests, Rights and Heritage of Indigenous Peoples

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

As part of implementing our Indigenous Peoples Policy, Teck works to support Reconciliation with Indigenous Peoples in all jurisdictions where we operate. We are 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 outside of 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 is also a process of societal initiatives to repair trust and contribute to the healing and the well-being of Indigenous Peoples and society.

Reconciliation at Teck includes recognizing that current mining activities can be 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 through the imposition of settler practices, norms and laws, along with the potential impacts that mining activities have on Indigenous Peoples, is recognized by Teck, and we seek to both reconcile our own impacts and contribute to the collective journey of Reconciliation in Canada.

Finally, Reconciliation is not the responsibility of Indigenous Peoples. Teck's practices consider the need to reflect on our past, listen deeply and take thoughtful, meaningful action when working with Indigenous Peoples. This work requires a collective, organization-wide commitment to building a culture that understands, respects and upholds Indigenous rights.

In 2025, Teck advanced the following work on the Reconciliation Action Plan:

- Confirmed leadership sponsors and working groups
- Engaged Indigenous employees through the Indigenous Employee Gathering group within Teck to introduce the Reconciliation Action Plan work and hear feedback
- Began engagement, which will continue into 2026 with some Indigenous COIs

In 2025, we extended our long-standing partnership with Indspire, as Host City Sponsor for Soaring: Indigenous Youth Empowerment Gathering and Indspire Awards Dinner. This was to support career and educational opportunities for Indigenous youth across Canada and to recognize Indigenous excellence. See the Community Investment and Sponsorships Focused on Indigenous Peoples section in this report 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 2025, there were 73 active agreements in place with Indigenous Peoples, including 27 new agreements ranging from exploration agreements to impact benefit agreements.[3] The total number of agreements decreased compared to 2024, as the number of agreements terminated exceeded the number of new agreements. Most terminations relate to exploration agreements, which are typically short-term in nature. Agreements associated with operations remained largely stable, with minimal year-over-year change. For information on how agreements are reached, see the Our Approach to Relationships with Indigenous Peoples section of Teck's Management Approach to Sustainability. For a full list of our active agreements with Indigenous Peoples at projects and operations, see our Sustainability Reporting Index and Databook.

Performance Metric[(1)]

Indicator

Number of agreements with Indigenous Peoples

Target

Negotiate agreements with Indigenous Peoples affected by our activities

Performance

2025	73 active agreements
2024	85 active agreements

Note:
(1) Number of agreements with Indigenous Peoples includes agreements at active operations, development projects and exploration sites.

[3] 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.

Recognizing and Respecting the Interests, Rights and Heritage of Indigenous Peoples (continued)

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.

In June 2025, the environmental assessment certificate and required permits for the HVC Mine Life Extension (MLE) project were issued, and Teck's Board of Directors sanctioned construction in July 2025. Construction commenced in August 2025. Throughout the environmental assessment process and now through construction, Teck continues to 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 IGOs — the Citxw Nlaka'pamux Assembly (CNA), the Lower Nicola Indian Band (LNIB), the Nlaka'pamux Nation Tribal Council (NNTC) and the Stk'emlupsemc te Secwépemc Nation (SSN) — and supported by HVC. These assessments were considered alongside HVC's environmental assessment application. In addition, the CNA authored nłeʔképmx knowledge,[4] ways of knowing and world views, directly into the HVC environmental assessment application in a manner that is respectful of the CNA's Participating Bands' confidentiality, preferences and protocols. Indigenous consent for the HVC MLE project was sought; the CNA, LNIB, NNTC, Spuzzum First Nation and Kanaka Bar Indian Band formally endorsed the project.

The SSN initiated a dispute resolution process with the British Columbia Environmental Assessment Office (EAO), which did not result in a resolution of SSN concerns about the HVC MLE project. The EAO ultimately issued an Environmental Assessment Certificate for the project in July 2025; HVC remains engaged with SSN to resolve any outstanding concerns.

See page 15 for more details on selected engagement activities with Indigenous Peoples in 2025.

Building a Culture That Respects Indigenous Rights

Teck is aiming to build a culture that is respectful of Indigenous rights. In 2025, Indigenous employees came together to discuss themes of Reconciliation, belonging and inclusion through five Indigenous Employee Gathering sessions, fostering an inclusive workplace and contributing valuable input to Teck initiatives. A site-based model for the Indigenous Employee Gathering group was initiated to focus on local priorities and engagement. Two in-person sessions were held at Teck locations in 2025, with additional sessions planned for 2026.

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 2025, 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 dialogue 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 celebration of National Indigenous History Month, employees across Canada were invited to participate in a medicine bundle workshop, titled "The Medicine You Already Hold: Stitching Community, Story and Spirit" led by Bryan Hansen of Organization Culture Initiatives. This session combined Métis teachings with a hands-on crafting experience, inviting participants to slow down, reflect and reconnect with their own stories through the creation of a personal medicine bundle.

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 an inclusive and respectful workplace and to the Canadian Truth and Reconciliation Commission's Call to Action #92.

Teck's online Indigenous cultural awareness training saw 3,172 employees complete the training by the end of 2025.

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 2025, Teck hosted multiple live facilitated sessions on a range of topics, including Red Dress Day, Missing and Murdered Indigenous Women, Girls and Two Spirit (MMIWG2S) Awareness, Decolonizing Procurement and Decolonizing Human Resources.

In 2025, HVC launched a site-specific Indigenous cultural awareness training, delivered as a three-hour in-person session that is mandatory for all employees. We acknowledge and express deep gratitude to the Nlaka'pamux Nation for their invaluable contributions to the development of this training, and to the CNA and LNIB, who collaborated in its development.

In 2025, there were a total of 1,521 completions across online and in-person facilitated sessions under Teck's Indigenous cultural awareness training program.

[4] nłeʔképmx knowledge is defined as "a body of knowledge that encapsulates nłeʔképmx culture and the way of life and includes, but is not limited to, language, social customs, resource use, spirituality and rituals. nłeʔképmx knowledge is inextricably tied to the nłeʔképmx territory.

Supporting Indigenous Economies

Indigenous Education, Training and Employment

Teck completed development and advanced implementation of the Teck-wide Indigenous and Local Employment Procedure and an aligned Indigenous Employment Strategic Plan for HVC, embedding consistent, sustainable and inclusive practices across operations. We also began implementing an Indigenous workforce plan for the HVC MLE project that supports the objectives of the site as well as North American Indigenous employment strategies. Teck also began collecting Indigenous employment and training data from supply chain vendors on the HVC MLE project.

In 2025, 964 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 2025, there were 173 NANA shareholder[5] new hires at our RDO, which represents 75% of the total new hires at RDO; 370 employees were NANA shareholders, representing 53.6% of the total number of employees at RDO. NANA Regional Corporation (NANA) is an Alaska Native Corporation owned by the Iñupiat shareholders, or their 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 2025, Teck and Indspire extended our long-term partnership. This included Teck being the Host City Sponsor for Soaring. Members from Teck's Indigenous Employee Gathering Group, Social Performance and leadership team participated in Soaring to engage with over 1,000 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 2025, 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' West Coast Business Forum, the Forward Summit conference and the Indigenous Partnership Success Showcase.

In Chile, QB advanced its Indigenous and local employment by delivering biodiversity conservation training and implementing inclusive employment programs for Indigenous Peoples. The biodiversity initiative focuses on strengthening local stewardship of sensitive ecosystems by building community-based environmental management capacity, and the employment program promotes Indigenous participation through inclusive recruitment practices and targeted workforce readiness support. For details on these programs, see page 15 Selected Engagement Activities with Indigenous Peoples in 2025.

Procurement from Indigenous Suppliers

Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in having Indigenous businesses supply goods and services to our operations. In 2025, our operations spent approximately $335 million with suppliers who self-identified as Indigenous; this represents an increase compared to 2024 and is higher than the three-year 2023–2025 average of $308 million.

In 2025, 38% ($168 million) of spending at RDO was with Indigenous suppliers — where Indigenous procurement is one of the cornerstones of our operating agreement with NANA. In 2025, the HVC MLE project required Local and Indigenous Inclusion Plans for construction services contracts as well as reporting on Indigenous and local employment and training, procurement and community investment for service contractors and subcontractors. In 2025, the HVC MLE project spent 30% ($16.9 million) on Indigenous contractors during the construction phase of the project, beginning in August 2025. At QB, work continued on enabling Indigenous community suppliers, with a particular focus on promoting the contracting of Indigenous-owned companies for transportation and civil works services. In addition, a certification process was implemented for Indigenous community-owned companies providing acid transportation services.

Performance Metric

Indicator

Procurement spend with Indigenous suppliers[(1)]

Target

Increase procurement spend with Indigenous suppliers relative to total spend

Performance

2025	$335 million
2024	$292 million
2023[(2)]	$297 million

Notes:
(1) An Indigenous business qualifies if it is identified by a Teck agreement-holding Indigenous community, is 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.
(2) 2023 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] 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 the U.S. 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.

Supporting Indigenous Economies (continued)

Community Investment and Sponsorships Focused on Indigenous Peoples

We continued to support the efforts of Indigenous Peoples through our Community Investment Program. In 2025, Teck contributed $6.4 million via 149 organizations to projects that support Indigenous Peoples, compared to $10.5 million in 2024. The year-over-year variance is due to a front-loaded $2 million payment in 2024 for the 2025 instalment, resulting in a $4 million difference between years. Adjusting for this timing, Indigenous community investment would have been $8.5 million in 2024 and $8.4 million in 2025. 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. Some significant outcomes include:

- The Originarias programme, in partnership with UN Women, supported over 60 Indigenous women-led ventures, reaching more than 40,000 people through fairs and generating over US$10,000 in sales
- Competitive Grant Fund 'Caminos de Identidad' supported Indigenous women entrepreneurs in Chile's Tarapacá Region
- Cultural heritage, sustainable tourism and local economic development were promoted through the provision of technical assistance for the design of the Pozo Almonte Artisan Weavers' Village, implemented with the Pozo Almonte Cultural Development and Indigenous Peoples Corporation

Teck was also a sponsor and supporter of several Indigenous-led events and initiatives, aimed at improving alignment of investments with community priorities, such as:

- The First Nations Major Projects Coalition's Valuing Reconciliation in Global Markets conference, featuring dialogue on harnessing pathways to Reconciliation and Indigenous inclusion in the economy
- The Bears' Lair Dream Camp, a three-day entrepreneurial training program, was hosted in collaboration with CNA and LNIB for 29 Indigenous youth participants
- First Nations Emergency Response Services Society partnership established in support of community structure protection planning

Pictured: Community member near Red Dog Operations, U.S.

Engagement with Indigenous Peoples in 2025

Table 1: Selected Engagement Activities with Indigenous Peoples in 2025

SITE	SELECTED ENGAGEMENT ACTIVITIES
Highland Valley Copper Operations and HVC MLE Project	The main engagement topics and activities in 2025 related to the HVC MLE application with CNA, LNIB, NNTC, SSN, Kanaka Bar Indian Band and Bonaparte First Nation. The environmental assessment process for HVC MLE took an approach of meaningful engagement and collaboration with IGOs that aligned with the preferences of each. This included several Indigenous-led environmental assessments; the CNA also authored nłeʔképmx knowledge, ways of knowing and world views, directly into the environmental assessment package in a manner that was respectful of CNA's confidentiality, preferences and protocols. This work was done to seek to support equal weighting of nłeʔképmx knowledge and Western insights in the environmental assessment. In 2025, HVC continued to receive results from Indigenous-led Impact Assessments and engagement, which supported ongoing collaboration to respond to concerns, issues and interests identified through this process, as well as the negotiation of agreements with Indigenous communities to seek their endorsement of HVC MLE. HVC MLE obtained its environmental assessment certificate in mid-2025 and received the endorsement of CNA, LNIB, NNTC, Kanaka Bar Indian Band and Spuzzum First Nation. HVC continues to negotiate and engage with SSN to secure its endorsement of HVC MLE. Additional notable engagement topics and activities with Indigenous Peoples in 2025 included ongoing collaboration on development of management plans related to critical stewardship issues associated with HVC MLE, including water, old-growth forest, wildlife and other key subjects. HVC has also hosted HVC MLE Open Houses with eight communities as well as a career fair to support training and employment opportunities for Indigenous Peoples related to HVC MLE. Community activities included hosting a mine site tour and participating in and attending events such as the Nicola Lake Canoe Pull, and the Missing and Murdered Indigenous Women and Girls Walk at LNIB. HVC jointly hosted the Youth Resiliency Conference in partnership with the CNA and LNIB that included Indigenous and non-Indigenous youth from the Merritt area as well as a Bears' Lair youth entrepreneurship workshop. Two economic visioning sessions were held with the CAN, and one was held with NNTC.
Quebrada Blanca Operations	QB currently collaborates with 18 Indigenous communities and participates in 32 active working groups to address commitments related to Environmental Qualification Resolutions, cooperation agreements and stakeholder requests. In 2025, a total of 80 working group meetings were held, along with 120 field visits and 35 participatory monitoring sessions with Indigenous communities. In August 2025, the Environmental Impact Assessment (EIA) was approved for the creation of a conservation area in the Salar de Alconcha through a partnership with the Quechua Indigenous community of Ollagüe. Additionally, the Tarapacá Coastal Archaeological Fund financed initiatives that actively involve coastal communities; these initiatives are focused on research, conservation and the promotion of cultural heritage along the regional coastline. Finally, in collaboration with UN Women, QB provided competitive funding and technical support to strengthen Indigenous women-led enterprises, contributing to their social and economic empowerment.
Red Dog Operations	Key engagement activities focused on several projects, including the 404 Permit for the exploration access road, the Aktigiruk project and the Aqqaluk Pit 404 Permit Renewal. These activities were conducted with NANA, and with the villages of Kivalina and Noatak, the two closest communities to the mine. The engagement also included conducting drilling to investigate a new community water source that had been identified through a previous structured decision-making workshop with Kivalina, and ongoing negotiation of exploration agreements with Kivalina and Noatak to seek alignment on stewardship and economic participation in exploration activities. Additional engagement topics included water management efforts and closure planning with NANA, Kivalina, Noatak and the RDO 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) and four communities outside the region, and continued engagement through the RDO Employment and Training Committee.

Engagement with Indigenous Peoples in 2025 (continued)

Table 1: Selected Engagement Activities with Indigenous Peoples in 2025 (continued)

SITE	SELECTED ENGAGEMENT ACTIVITIES
Trail Operations	Trail continued to build its relationships with Indigenous Peoples, particularly the Osoyoos Indian Band, Okanagan Nation Assembly, Sinixt Confederacy and Ktunaxa Nation Council. Those efforts included: · Engagement on regulatory matters such as a wide area remediation plan and effluent permit review · Environmental management, including wildfire risk mitigation activities and supporting participation in Lower Columbia Ecosystem Management Program meetings · Providing funding through the Teck Indigenous Stewardship Fund to support a salmon reintroduction initiative and a plant study · Supporting efforts to increase Indigenous participation in contracting opportunities, including information sharing, business showcases and site tours for Indigenous business representatives, and seeking Indigenous participation in logistics and materials handling contracts · Attending meetings with Indigenous communities and leaders, and supporting Truth and Reconciliation Day activities
Schaft Creek Project	Teck continued engagement with the Tahltan Central Government (TCG) in areas of shared interest such as employment opportunities, stewardship management, and support for community initiatives. These efforts included: · Collaboration on local hiring and service provisions for the 2025 field program with the Tahltan Director of Employment · Integrated discussions and recommendations from the Tahltan Lands Department into the application for the new five-year Multi-Year Area-Based Permit for the project · Inclusion of cultural monitors from the TCG at archeological surveys on-site to provide Indigenous knowledge · Participation in a Tahltan–B.C. Land Stewardship Planning workshop to understand values driving updated land use designations, and to support multi-stakeholder dialogue to inform Tahltan planning efforts · Incorporating Tahltan values into site inductions and weekly camp meetings · Supported and attended various community events, including National Indigenous Peoples Day in Dease Lake, the Tour de Telegraph bike ride, the Yukon hockey tournament and literacy camps
Legacy sites	Teck's Legacy team continued engagement with communities, government agencies and Indigenous Peoples at our legacy sites, with a focus on post-closure stewardship activities, including environmental monitoring programs, tailings and water management, emergency management, ongoing risk reduction efforts and community investments.
Exploration	Teck's Exploration team maintained engagement with Indigenous Peoples 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.

Incidents and Significant Disputes

There were zero new significant disputes for Teck that involved Indigenous Peoples in 2025. Please see the Relationships with Communities chapter for further details on ongoing disputes as well as other grievances.

RELATIONSHIPS WITH COMMUNITIES

SCOPE

Information in this chapter covers Teck-controlled sites for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage relationships with communities, including relevant policies, management practices and systems.

GRI INDICATORS

2-16, 2-25, 3-3, 201-1, 202-2, 203-1, 203-2, 204-1, 411-1, 413-1, 413-2, 14.8.9, 14.9.1, 14.9.2, 14.9.3, 14.9.4, 14.9.5, 14.9.6, 14.10.1, 14.10.2, 14.10.3, 14.11.2, 14.12.3, 14.13.1, 14.21.2, 14.23.2. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Community members near Carmen de Andacollo Operations, Chile.

OUR 2025 PERFORMANCE IN RELATIONSHIPS WITH COMMUNITIES

Engagement on Actual or Potential Impacts

Guided by our Social Performance Standard, all of our operations, development projects and exploration teams engaged with COIs to address actual or potential impacts, manage risks, and advance opportunities that provide shared value for Teck and for communities. This work is carried out through dedicated management plans in which activities are defined, documented and monitored against objectives, commitments and compliance obligations. Management plans incorporate COI input on the topics and impacts identified as their highest priorities.

In 2025, Teck continued to actively engage with COIs on a variety of topics and respond to feedback. Advancing growth projects and mine life extensions contributed to increased community engagement in 2025.

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 2025 and selected engagements undertaken are discussed in Table 2. See pages 18-19 for a list of key engagement topics with COIs identified and managed in 2025. For details on resettlement activities and related impacts, see page 21.

Table 2: Selected Engagement Activities in 2025

ACTUAL OR POTENTIAL IMPACTS (ADVERSE OR POSITIVE) ON COMMUNITIES FROM OUR ACTIVITIES	SITES	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 Teck-Andacollo Community Working Group. Continued collaboration on water management with civil society organizations and government agencies through the Alfalfares Water Working Group. Participated in territorial working groups to engage with the Chepiquilla, Matadero and Mina Hermosa community sectors on local priorities, commitments and ongoing community projects. Established the Jarilla y Azogue Working Group to strengthen dialogue, collaboration and transparency with agricultural communities in Jarilla and Azogue on water quality management. Through Fundación Teatro a Mil, a cultural engagement activity was held in Andacollo, bringing puppets to the community to share a message of hope and to create a space for cultural exchange. The initiative engaged more than 10,000 people from Andacollo, strengthening community connection and access to cultural expression.
Socio-Economic, Community, Environmental: livelihoods, cultural heritage, water quality	Quebrada Blanca Operations	Engaged with local communities, organizations and Indigenous Peoples to advance commitments related to community benefits, the most significant of which were focused on supporting and strengthening ranching and agropastoral livelihoods through infrastructure improvements, technology systems and agricultural land rehabilitation in the communities of Tamentica, Chiclla and Copaquire. In the Tarapacá Region, we continued supporting Project Victoria, a social project accelerator implemented in partnership with the regional government. Through Fundación Teatro a Mil, the Iquique International Cultural Festival “Iquique a Mil” was held, engaging over 10,000 participants. The festival brings culture and the arts closer to the residents of Tarapacá and provides theatrical performances to diverse communities, including the commune of Pica, in which 6,000 people participated.
Environmental, Socio-Economic, Community: livelihoods, water quality, community health	Zafranal Project	Engaged with local communities and organizations to advance community development commitments in areas of health, education, infrastructure, capacity-building and local employment. Project site tours continued to provide an important engagement opportunity to increase awareness and transparency of the project.

Engagement on Actual or Potential Impacts (continued)

Table 2: Selected Engagement Activities in 2025 (continued)

ACTUAL OR POTENTIAL IMPACTS (ADVERSE OR POSITIVE) ON COMMUNITIES FROM OUR ACTIVITIES	SITES	SELECTED ENGAGEMENT ACTIVITIES
NORTH AMERICA		
Socio-Economic, Community, Environmental: livelihoods, cultural use, access to land and water	Highland Valley Copper Operations and Mine Life Extension Project	Engaged with range tenure holders on cattle management and range impacts. As part of implementing GISTM, engaged with local municipal leadership, IGOs and the Thompson Nicola Regional District, along with emergency management representatives from Spences Bridge and from Cook's Ferry Indian Band on tailings management. Engagement with the District of Logan Lake included completing Phase 1 of social transition planning, strategic community plans, the SkilledTradesBC program and participation in the Environmental Stewardship Committee. HVC MLE engagement activities included a celebration event with participation from the CNA, LNIB, NNTC, and local and provincial government representatives. Facilitated visits for interested local government officials to share project information and context. Throughout the year, HVC provided regular updates on the HVC MLE project to IGOs, local government, range tenure and trapline holders, and other interested community members
Socio-Economic, Community, Environmental: livelihoods, cultural use and subsistence, community health, water quality	Red Dog Operations and Mine Life Extension Project	Engaged with communities and Indigenous Peoples across the NANA region, and continued relationship development with Kivalina and Noatak leadership across multiple project areas, including engaging a technical advisor to support community-identified priority projects. Tailings-related engagement focused on the inundation study and defining community involvement. Collaborated through the Red Dog Employment and Training Committee, jointly run by NANA and Teck, that is focused on employment pathways for NANA shareholders. Engagement for the RDO MLE focused on agreement negotiations, access road construction, permitting requirements and a water study.
Environmental, Community: community health, livelihoods	Trail Operations	Engaged with and hosted site tours with local government, and provincial and federal officials. Engaged with communities in the city of Trail and surrounding area through the Downtown Trail Improvement Committee, Trail Area Health and Environment Program, and Family Action Network. Continued engagement and information sharing on the Wide Area Remediation Plan. Engaged with students across all age groups through tours, presentations and career-focused sessions such as Mining Matters workshops.
Socio-Economic, Community: cultural use, livelihoods	Schaft Creek Project	Engaged with the Tahltan Nation and the TCG on various topics focused on business development and educational support, as well as the annual presentation to Tahltan leadership. Hosted community members on-site for recognition of important cultural events. Supported community investments (sponsorship of hockey teams and tournaments, literacy camps) within the Tahltan Nation and attended community-organized events. Additional engagement with Tahltan Lands Department around the new Multi-Year Exploration Permit that was approved in 2025.

Feedback, Grievances and Disputes

All of our operations, major projects, and most of our exploration projects and legacy sites have implemented community response mechanisms that provide individuals with a process to voice their questions, issues or concerns and seek remediation in a timely manner. These mechanisms play a vital role in fostering dialogue to understand and respond effectively to impacts.

For details on community response mechanisms, see the Our Approach to Relationships with Communities section of Teck's Management Approach to Sustainability.

Feedback

Feedback levels will vary from year to year for several reasons, including the extent of permitting or project activity. As our sites work to improve the use and effectiveness of community response mechanisms, we may see an increase in the overall amount of feedback received. Negative feedback — referred to as grievances — are instances where COIs have specifically communicated dissatisfaction or discontent with Teck's actions or activities. Feedback levels at each Teck operation remained largely consistent, varying by up to 10% from the previous year. For the purposes of reporting, grievances assessed at Levels 3 through 6 on Teck's risk management consequence matrix are disclosed. In 2025, of the total feedback received, one item was assessed at Level 3 or above.

Teck prohibits retaliation against individuals who submit grievances to the company.

Significant 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. Significant disputes are assessed as Level 4, Level 5 or Level 6 on Teck's risk management consequence matrix, which includes environmental, safety, community, reputational, legal and financial aspects.

In 2025, Teck sites experienced zero new significant disputes, with one dispute ongoing from prior years. RDO continues to work with residents and leaders of the Iñupiat community of Kivalina to address both historical and ongoing concerns, including impacts on subsistence activities such as fishing and hunting, concerns about treated water discharge into the Wulik River watershed via Red Dog Creek, and community interest in a long-term solution.

Social Incidents

In 2025 we embedded processes for social incident investigation and reporting. All Teck operations took steps such as training, adjusting internal reporting systems and building awareness with relevant site departments. During 2025, we identified zero social incidents deemed significant (Level 4 or higher). See Teck's Management Approach to Sustainability for details about our approach to incidents.

Performance Metric

Indicator

# of new significant disputes 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

Performance

2025	0 new significant disputes
2024	0 new significant disputes
2023	0 new significant disputes

Resettlement Activities and Related Impacts

Teck recognizes that resettlement is a complex process, requiring thoughtful consideration and management. When it is necessary, Teck conducts resettlement in compliance with accepted international standards, including the International Finance Corporation Performance Standard 5 – Land Acquisition and Involuntary Resettlement. Resettlement includes both physical and economic resettlement, which are managed through Resettlement Action Plans and Livelihood Restoration Plans, respectively. In 2025, CdA concluded the voluntary resettlement process with residents of the El Toro community.

The most significant impacts for participating households were the physical relocation of their homes and reorganization of their economic livelihoods. These impacts were managed through individual resettlement agreements, which allowed support to be tailored to each household's composition and preferences. For instance, in some cases, economic activities were modified or replaced, whereas other participants opted for retirement. Livelihood support included funding for economic projects, training and business development services. For elderly residents, assistance focused more on improving quality of life. Across all households and demographics, psychosocial support was provided throughout the process to facilitate transition to new living environments and to strengthen community and social ties. Despite impacts, the resettlement process led to improved housing conditions, access to basic services and overall improvements in quality of life.

Key activities conducted in 2025 included the following:

- Implemented a Community Structures Compensation Plan in collaboration with local stakeholders, aligned with community needs and priorities
- Provided monitoring and technical advisory for previously implemented economic projects
- Strengthened access to community services, social networks and programs
- Conducted approximately 250 home visits and follow-up contacts, prioritizing households experiencing vulnerable conditions to enable timely handling of issues and concerns

CdA also continued to voluntarily support the government-led relocation of Mina Hermosa, a community located in a historical tailings area. In an effort to support positive outcomes for households affected by this process, the company has donated Teck-owned property for housing solutions and has conducted various technical studies.

Economic Value Generated and Distributed

As part of our annual community investment contribution, we provided $23.6 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes.

In 2025, our profit attributable to shareholders was $1.4 billion or $2.84 per share. See our 2025 Annual Report for more detailed information on our financial performance.

Table 3: 2025 Breakdown of Economic Value Generated and Distributed (millions)

	ECONOMIC VALUE GENERATED	ECONOMIC VALUE DISTRIBUTED								ECONOMIC VALUE RETAINED
		Payment to Suppliers[2]		Employee Wages and Benefits[3]						
	Revenues[1]	Operating Costs	Capital Expenditures	Operating Costs	Capital Expenditures	Payments to Providers of Capital[4]	Income and Resource Taxes[5]	Community Investments[6]	Total	
Canada	$ 4,319	$ 2,720	$ 497	$ 725	$ 16	$ 1,333	$ 683	$ 7	$ 5,981	$ (1,662)
U.S.	2,191	1,233	243	217	3	10	172	4	1,882	309
Chile	3,155	1,875	711	343	12	559	173	10	3,683	(528)
Peru	1,634	428	320	172	2	22	206	1	1,151	483
Other	–	12	34	8	–	–	1	2	57	(57)
Inter-segment elimination[1]	(543)	(543)	–	–	–	–	–	–	(543)	–
Total	**$ 10,756**	**$ 5,725**	**$ 1,805**	**$ 1,465**	**$ 33**	**$ 1,924**	**$ 1,235**	**$ 24**	**$ 12,211**	**$ (1,455)**

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

Local Hiring and Procurement[6]

We track the percentage of local employees and of local procurement, as shown in Tables 4 and 5. 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 this supports the sharing of economic benefits of our industry with the communities in which we operate.

In 2025, local employees made up 76.2% of our operational workforce. At our operations, 35.8% of our total procurement spend was with local suppliers.

Performance Metric

IIndicator

Average % of local employment at operations

Target

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

Performance

2025	76.2%
2024	62.6%

Table 4: Local Employment in 2025 by Operation[6]

Operation	Local Employees[(1),(2)]	
	Men	Women
Carmen de Andacollo	93.4%	96.7%
Highland Valley Copper	89.8%	90.8%
Quebrada Blanca	31.3%	54.2%
Red Dog	66.7%	89.8%
Trail	100%	100%
Total Percentage by Gender	**75%**	**80.3%**
Total Percentage Overall	**76.2%**	

Notes:
(1) Percentages are calculated as number of local employees in a certain group over total number of employees in that group.
(2) Since the publication of the 2024 Sustainability Report, we identified an error in the reporting boundaries used for the local employment indicator in QB. Our definition of "local" for this metric includes the Tarapacá Region and, after correcting the boundary, the reported figures for QB increased compared to the previous year, contributing to a 26% change in the Total Percentage Overall.

Performance Metric

Indicator

% of Procurement spend on local suppliers[6]

Target

Increase procurement spend with local suppliers, relative to total spend on procurement

Performance

2025	35.8%
2024	31.9%

Table 5: Percentage of Total Spend with Local Suppliers by Operation

Operation	2025
Carmen de Andacollo	**33.6%**
Highland Valley Copper	**60.0%**
Quebrada Blanca	**12.5%**
Red Dog	**63.3%**
Trail Operations	**30.3%**

Note:
(1) Percentages are calculated as total procurement spend on local suppliers over total spend.

[6] 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.

Community Investment

In 2025, our community investment expenditures were $23.6 million in total. We continued to invest across four areas: Nature and Climate, Community Wellness, Indigenous, and Education and Equity.

This included strengthening Indigenous-focused partnerships that support education, social improvements and economic development with the Indigenous Peoples upon whose territories we are active. See the Relationships with Indigenous Peoples chapter for more details.

We continued our work with the Chilean Nature Fund to strengthen the participatory and sustainable management of protected marine areas in the Juan Fernández Archipelago. In parallel, through our Indigenous Stewardship Fund, we supported Indigenous communities in advancing environmental stewardship and conservation initiatives across Teck's operating regions in North America and Latin America.

We also supported initiatives aimed at enhancing community well-being, including improvements to health infrastructure and services, increased access to potable water, initiatives to strengthen income generation through local entrepreneurship and businesses, the promotion of cultural and traditional activities, and contributions to community organizations to support the achievement of their objectives.

In the area of education, we implemented youth science, technology, engineering and mathematics (STEM) education programs, awarded scholarships, and supported initiatives that raise awareness of the importance of mining and metals in society.

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

Table 6: Community Investment by Site[(1),(2),(3),(4)]

Operation	2025	2024	2023
Corporate Offices, Development Projects and Legacy Sites[(5)]	**$ 10,311,000**	$ 17,063,000	$ 21,036,000
Carmen de Andacollo	**$ 2,261,000**	$ 2,344,000	$ 2,555,000
Highland Valley Copper	**$ 536,000**	$ 550,000	$ 520,000
Pend Oreille	**$ 14,000**	$ 4,000	$ 27,000
Quebrada Blanca	**$ 6,257,000**	$ 4,977,000	$ 4,895,000
Red Dog	**$ 3,707,000**	$ 2,416,000	$ 1,886,000
Trail	**$ 362,000**	$ 343,000	$ 344,000
Exploration	**$ 185,000**	$ 214,000	$ 203,000
Total	**$ 23,633,000**	$ 27,911,000	$ 31,466,000

Notes:
(1) Community investment is voluntary 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.
(4) Community investment values are reported by sites in U.S. or Canadian dollars, based on the currency and exchange rate assigned in their annual budget. Final values are then converted and reported in Canadian dollars using the Bank of Canada exchange rate from the first business day of the year. Values reported on an accrual basis.
(5) 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 2025, employees across Teck supported their communities across 263 organizations, including support for Canadian Red Cross, BC Cancer Society, The Terry Fox Foundation, Alaska Community Foundation and various food banks, with a total of $159,000 provided by Teck in matching funding.

Performance Metric

Indicator

Funds disbursed through community investment

Target

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

Performance

2025	$23.6 million
2024	$27.9 million

Teck Latin America (LATAM) Employee Volunteering Program

This program promotes meaningful collaboration between the company and local communities by mobilizing employees' time, skills and commitment. Grounded in the values of inclusion, sustainability and active participation, the program strengthens organizational culture while building lasting relationships of trust in the territories where Teck operates. In 2025, the Somos Teck Competitive Grant Fund engaged over 130 Teck Chile volunteers, and awarded US$55,000 to support employee-led projects partnered with non-government organizations.

WATER STEWARDSHIP

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we steward water, including relevant policies and our management practices and systems.

GRI INDICATORS

3-3, 203-1, 303-1, 303-3, 303-4, 303-5, 306-3[7], 14.7.1, 14.7.2, 14.7.4, 14.7.5, 14.7.6, 14.9.3. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

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

Pictured: Employees at Red Dog Operations, U.S.

OUR 2025 WATER STEWARDSHIP PERFORMANCE

Water Governance Reviews

Water Governance Reviews are carried out by internal subject matter experts on average every three years for our operating sites and every five years for our legacy facilities. In 2025, three water governance reviews were completed. For details on water governance reviews, see the Our Approach to Water Stewardship section of Teck's Management Approach to Sustainability.

Company-Wide Operational Water Balance

We monitor water data and maintain site-wide water balances at all our operations.[8] The company-wide water balance (Figure 2) is the aggregation of all site-wide water balances.[9] 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 to supporting 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 Reporting Index and Databook.

Figure 2: 2025 Company-Wide Operational Water Balance — Megalitres (ML)[1]

Note:
(1) Rounding of individual figures may result in minor differences in the total.

Definitions:

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.

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

Water Efficiency

In 2025, an average of 76% of water was reused or recycled at our mining operations. This means that 76% of water used was recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle). This rate was similar to 2024.

Performance Metric

Indicator

Percentage of water reused and recycled at mining operations

Performance

Trail Operations accounts for 46% 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 2025, our water withdrawals were 142,896 ML, or 23,315 ML less than in 2024 at our operations. Our total water consumption in water-stressed areas was 26,374 ML in 2025. Additional water data is provided in our Sustainability Reporting Index and Databook.

The desalination plant at our QB Operations supplies water required for operations at the site, which replaces the use of fresh water in the water-stressed region. In 2025, approximately 94% of water use at our QB Operations was from desalinated seawater.

Table 7: Water Withdrawals and Water Reused and Recycled — Megalitres (ML)[1]

All Operations	2025	2024	2023
Water withdrawals (ML)	**142,896**	166,211	133,043
Water reused/recycled (ML)	**149,779**	141,577	144,853
Mining operations			
Water withdrawals (ML)	**77,202**	97,306	59,946
Water reused/recycled (ML)	**149,779**	141,577	144,853
Percentage of water reused and recycled (ratio of reused/recycled and withdrawals)	**76%**	69%	70%

Note:
(1) 2024 values were recalculated based on a revised classification in QB.

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 during project development. These evaluations are contained in publicly available environmental assessment documents submitted to regulatory authorities.

In 2025, 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 2025, community engagement activities included water management plans, participatory water monitoring programs, and the return of water rights to the Chilean State.

At HVC, Teck initiated engagement with IGOs on a Watershed Mitigation and Management Plan. The intent of the plan is to establish goals for the watersheds downstream of HVC's operation.

As part of the Salar de Alconcha Conservation Project, QB returned water rights to the Chilean State, reinforcing its commitment to responsible water stewardship and long-term ecosystem protection. The project safeguards more than 6,000 ha of high-Andean wetlands, including the Salar de Alconcha, a critical ecosystem for biodiversity and water regulation. This transfer of mining and water rights allows permanent legal protection of the area, supports the preservation of culturally significant areas, and strengthens the relationship between water management and community heritage.

QB also continued its Participatory Water Monitoring Program, aimed at integrating local communities into the assessment of water quality. Since 2018, the program has engaged the Huatacondo and Tamentica communities, building capacity among their members and generating shared information on water quality and availability at strategic locations such as Cerro Tortuga, the confluence of the Ramucho and Blanca creeks, and Quebrada Maní.

CdA continued to be an active member of the Elqui Bajo Alfalfares Water Roundtable, together with social organizations and public and private entities. In 2025, the Water Roundtable marked its 15th year, with a continued focus on monitoring water levels and quality, generating a robust database to help with the sustainability of the aquifer from which CdA obtains water for its operation.

Pictured: Community members near Quebrada Blanca Operations, Chile.

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 2025, there were no identified significant water-related incidents.

Performance Metric

Indicator

Significant water-related incidents

Performance

Litigation

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

CLIMATE CHANGE

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage greenhouse gas (GHG) emissions and energy use, including relevant policies, management practices and systems.

GRI INDICATORS

3-3, 201-2, 302-1, 302-2, 302-3, 302-4, 305-1, 305-2, 305-4, 305-5, 14.1.1, 14.1.2, 14.1.3, 14.1.4, 14.1.5, 14.1.6, 14.1.8, 14.1.9, 14.2.1, 14.2.2, 14.3.1. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

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.

Pictured: Employees at Highland Valley Copper Operations, Canada.

OUR 2025 CLIMATE CHANGE PERFORMANCE

Climate Change Mitigation: Greenhouse Gas Emissions Reduction and Decarbonization

Teck's Decarbonization Roadmap

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 achieved 100% renewable electricity at QB by the end of 2025. Combined with our PPA for CdA, our Chilean operations now have 100% renewable electricity contracted.

On mobile equipment emissions, in 2025, we continued to advance projects to assess multiple decarbonization technologies, including consideration of mature technologies and low-carbon fuels such as renewable diesel.

On process emissions, we completed reporting and decommissioning for the carbon capture pilot and carbon dioxide (CO_2) sequestration evaluation for Trail Operations. Teck continued to advance studies on electrification and low-carbon fuels, and conducted a trial for the use of biocarbon to replace the use of coal and coke in the furnaces at Trail Operations.

At the end of 2025, we retired 8,000 offsets, which were equal to 8,000 tonnes of carbon dioxide equivalent (t CO_2e). With our QB PPA for 100% renewable electricity coming into effect at the beginning of the fourth quarter, this volume of offsets was greater than our fourth-quarter Scope 2 emissions.

Figure 3: Potential Pathway to Our 2030 Operations Goal[1]
Carbon Intensity Profile

Greenhouse Gas Emissions Profile

Note:
(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 2025

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.

As shown in Table 8, in 2025, our total GHG emissions (Scope 1 and market-based Scope 2), as CO_2e, were 1,483 kilotonnes (kt), compared to 1,683 kt in 2024. Of those totals, our direct (Scope 1) GHG emissions were 919 kt in 2025, compared to 825 kt in 2024. Our indirect (market-based Scope 2) GHG emissions were 563 kt in 2025, compared to 858 kt in 2024.

Our largest source of Scope 1 emissions is from fuel consumed by mobile equipment. In 2025, we continued the use of renewable diesel at our HVC Operations. In line with the GHG Protocol, we have reported emissions from renewable diesel as biogenic emissions, a separate category from Scope 1.

In the past, the majority of our Scope 2 emissions were from our CdA and 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 2025, we saw a decrease in Scope 2 emissions as our contract for 100% renewable electricity at QB came into effect.

Table 8: Total Emissions (kt CO_2e)[(1),(2),(3),(4)]

	2025	2024	2023	2022
Total Emissions — Direct (Scope 1)	**919**	825	863	763
Total Emissions — Indirect (Scope 2) Market-Based[(4)]	**563**	858	608	116
Total Emissions — Indirect (Scope 2) Location-Based	**497**	450	309	202
Total Emissions (Scope 1 + Scope 2)[(5)]	**1,483**	1,683	1,471	878
Total Emissions — Scope 3[(6),(7)]		3,403	3,400	2,490
Total Emissions — Biogenic	**65**	68		

Notes:
(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 CO_2e 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) Rounding of individual figures may result in minor differences in the total.
(5) The Scope 2 GHG emissions in this total are market-based. Residual emission factors were not used in the calculation of Scope 2 market-based emissions.
(6) 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 2025 is expected to be published in late 2026.
(7) For 2024 Scope 3, Categories 1 and 2, we used supply chain emission factors from the 2024 U.S. Environmental Protection Agency (EPA) Environmentally-Extended Input-Output (USEEIO) database. In 2022 and 2023, we used internally developed EEIO factors based on the OpenIO model from the University of Arkansas, which were being updated using an inflation-linked adjustment. We transitioned to the publicly available USEEIO factors because they are regularly maintained and updated and offer greater granularity in spend classifications. This enhances the accuracy of emissions factor selection compared to the inflation-adjusted OpenIO factors. Detailed information around the Scope 3 methodology used for all categories can be found in the 2023 and 2024 versions of Teck's Scope 1, 2 and 3 Emissions Calculation Methodology Report.

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

Notes:
(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 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.

Trail Biocarbon Trial

In 2025, we piloted biocarbon use at Trail Operations. Biocarbon is a biogenic replacement for fossil coal and/or coke that is made from sawmill residues. We completed our first full-scale trial, using a 33% biocarbon blend in the lead smelting furnace. The trial resulted in a 27% reduction in net GHG emissions in the lead smelting process over a period of 92 hours with no adverse metallurgical impacts. Completing this trial adds confidence to the technical feasibility of using biocarbon as a coal and coke replacement in the metallurgical operations. With the support of the CleanBC Innovation Accelerator Fund, this project supports the research and development of cleaner industrial processes that could significantly reduce emissions in hard-to-decarbonize sectors.

Great Bear (Haida Gwaii) Forest Carbon Project

In November 2025, we purchased 8,000 tonnes of carbon offsets from the Great Bear (Haida Gwaii) Forest Carbon Project to use for B.C. Output-Based Pricing System (OBPS) compliance. Great Bear Carbon (GBC) is an Indigenous-owned organization dedicated to protecting the Great Bear Rainforest and promoting environmental stewardship and Reconciliation. The 8,000 offsets were retired in December 2025. All offset project documentation can be found on the Great Bear (Haida Gwaii) Forest Carbon Project page of the BC Carbon Registry.

Energy and Carbon Performance

In 2025, we consumed a total of 28,340 terajoules (TJ) of energy (i.e., electricity and fuels), compared to 28,269 TJ in 2024, as shown in Figure 5.

Figure 5: Energy Consumption by Type[1],[2]

Notes:
(1) Other includes propane, waste oil, fuel oils and other process fuels.
(2) Teck's quantification methodology for our Energy Consumption is aligned with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

In 2025, approximately 49% of our energy requirements (i.e., electricity and fuels) were supplied by renewable sources, primarily hydroelectricity, compared to 49% in 2024. Of our total electricity consumption in 2025, 84%, or 12,873 TJ, was from renewable energy sources. The higher percentage of total electricity consumption from renewable energy sources in 2025 compared to previous years is due to the QB PPA for 100% renewable electricity coming into effect at the beginning of the fourth quarter. Our energy-use-related Scope 1 emissions intensity was 0.08 t CO_2e per gigajoule and our energy-consumed Scope 2 emissions intensity was 0.132 t CO_2e per megawatt hour.

In Figures 6 to 8, we outline our energy intensity, or the amount of energy used per tonne of product, and the carbon intensity.

Given the breadth of different commodities produced by diversified resource companies, GHG emissions performance may also be reported on a copper equivalent basis, where all products are converted to a copper equivalent (Cu Eq) to allow for comparability across companies. As shown in Figure 7, in 2025, Teck's carbon intensity was 2.3 t CO_2e/t Cu Eq.[10] 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 increased in 2025 (Figure 6). This change is primarily attributed to decreasing zinc grades at RDO and prioritizing processing of residues over maximizing refined zinc production at Trail Operations, resulting in higher emissions with lower zinc production.

Energy and carbon intensity for the production of copper decreased in 2025 (Figure 7). This change is attributed to higher grades and mill throughput at HVC and a higher percentage of renewable power used at QB. Figure 8 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.

Figure 6: Energy and Carbon Intensity for Zinc and Lead Production[1]

Notes:
(1) Energy intensity includes all energy from fuel and electricity consumed at operations.
(2) Carbon intensity includes Scope 1 and Scope 2 (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 7: Energy and Carbon Intensity for Copper Production[1]

Note:
(1) Carbon intensity includes Scope 1 and Scope 2 (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 8: Teck Carbon Intensity on a Copper Equivalent Production Basis[1],[2],[3]

Notes:
(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 CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.

[10] 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.

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 2024, this comprised approximately 48% of Teck's total Scope 1, 2 and 3 emissions.

In 2025, we released a Scope 1, 2 and 3 Emissions Calculation Methodology Report that outlines the boundaries, calculation rationale, methodology and assumptions of Teck's GHG emissions inventory for the 2024 reporting year. For more information on our 2024 Scope 3 emissions, please see our Scope 1, 2 and 3 Emissions Calculation Methodology Report 2024.

Supporting Emissions Reductions in Our Value Chain

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 2025, 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.

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, the Province of British Columbia transitioned the regulation of industrial facility GHG emissions to an OBPS. Under the OBPS, operations that emit over their emissions limit have a compliance obligation and are required to submit an annual compliance obligation report to the B.C. Government by November 30, 2025. In 2025, British Columbia's carbon cost rate increased to $95 per tonne of CO_2e. Options to meet compliance obligations include earned credits, B.C. offset units or direct payments.

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 MAC. In 2025, 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, 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.

Enhancing Climate Resiliency of Operations and COIs

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. 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. In 2025, we also completed updated climate change risk analyses for our Chilean operations. As part of our commitment to sustainable development and responsible environmental stewardship, we engage with COIs. Some of our engagement topics 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.

BIODIVERSITY

SCOPE

Information in this chapter covers Teck-controlled sites for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for Information about how we manage biodiversity,[11] including relevant policies, management practices and systems.

GRI INDICATORS

3-3, 101-1, 101-2, 101-4, 101-5, 101-6, 14.4.1, 14.4.2, 14.4.3, 14.4.4, 14.4.5, 14.4.6, 14.8.6. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

[11] 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.

OUR 2025 BIODIVERSITY PERFORMANCE

Biodiversity Management

Our operations are adjacent to or within areas of high biodiversity value including temperate and arctic areas, forests and deserts. Effectively managing biodiversity is a part of our commitment to responsible resource development, is integral to meeting regulatory requirements and helps maintain community support for our activities.

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.

Our operations work to measure and plan for how the impacts from our use of biodiversity mitigation hierarchy actions (avoidance, minimization, rehabilitation, offsets or conservation) will exceed the terrestrial disturbance caused by our mining activities from a pre-mine baseline. Our operations also complete work to describe how the biodiversity mitigation hierarchy is applied for each ecosystem and biodiversity element (EBE). We use this work to track potential impacts and plan mitigation actions and associated engagement with COIs.

In 2025, all Teck sites continued to further detail and implement actions laid out in our biodiversity program. For more detailed information on our biodiversity program, including details on measurement and planning, see the Our Approach to Biodiversity section of Teck's Management Approach to Sustainability.

Table 9: Ratio of Land Conserved, Protected and Restored vs. Disturbed[1]

	2025	2024	2023	2022
Area of land conserved, protected and reclaimed vs. land disturbed since 2020 (ha)	**52,753 : 1,426**	51,849 : 1,274	51,831 : 1,218	13,853 : 1,290
Ratio of area land conserved, protected and reclaimed vs. land disturbed since 2020	**37 : 1**	41 : 1	43 : 1	11 : 1

Note:
(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.

Table 10: Key Actions Taken to Address Biodiversity Impacts in 2025

OPERATION	PERFORMANCE HIGHLIGHT
Trail Operations	The western yellow-bellied racer is a snake species listed as Special Concern by the Committee on the Status of Endangered Wildlife in Canada and Blue-listed (threatened) by the B.C. Conservation Data Centre; an offset project was continued in 2025 with additional management and monitoring actions implemented. Legal protection was established on lands totalling over 40 ha of high suitability racer habitat. Additional management actions, including addressing threats of invasive alien species, vehicle mortality and controlled access, were implemented in 2025 for this project. Management actions directed to support the racer also support a number of other species that use this habitat, including two other reptile species at risk and a high number of bird species. Directly applying the strategic priorities of the Lower Columbia Ecosystem Management Program, we established a research trial to restore biodiversity in ecosystems arrested by bracken fern dominance. Located in Trail, B.C., the study evaluates an integrated restoration strategy combining mechanical cutting, soil pH adjustment and competitive inhibition. In addition to hand-seeding five native grass species, the team planted 4,502 native trees, shrubs and forbs. This comprehensive approach aims to restart ecological succession, generating the site-specific data needed to refine land management practices and scale successful restoration across our operations.
Pend Oreille Mine	In 2025, Teck, in partnership with the Inland Northwest Land Conservancy and the Kalispel Tribe of Indians, funded the acquisition of the Cee Cee Ah property, an area greater than 300 ha. This project serves as the biodiversity offset project to address the residual terrestrial and ecosystem service impacts of the Pend Oreille mine. The project prevents future industrial logging and residential development while actively managing the regenerating forests to restore late seral forests. This project also restores Kalispel access to a site with traditional and/or cultural values. In 2025, Teck conducted a baseline invasive plant survey to document and map invasive species populations on-site to support future mitigation planning.
Duck Pond Mine	Adaptive management actions, such as the application of soil amendments, were implemented as a result of reclamation monitoring at Duck Pond mine to support continued reclamation success. Work continues with non-government organizations and local communities to advance biodiversity offset planning in the area.

Biodiversity Management (continued)

Table 10: Key Actions Taken to Address Biodiversity Impacts in 2025 (continued)

OPERATIONS	PERFORMANCE HIGHLIGHT
Highland Valley Copper	Teck continued to work in partnership with the LNIB, Caribou Carbon Solutions and Natural Resources Canada to implement management actions in the Nicola Valley to restore impacts on post-wildfire ecosystems. Teck continued to progress discussions with IGOs to identify additional projects in support of biodiversity. In 2025, Teck conducted a baseline invasive plant survey to document and map invasive species populations on-site to support future mitigation planning.
Red Dog Operations	Biodiversity offsetting projects continue to advance in collaboration with NANA, with a focus on provisioning of ecosystem services. Activities continued at the site to further refine ecosystem mapping and wildlife habitat conditions. An invasive species management approach was developed to reduce the risk of invasive species introductions at the site.
Carmen de Andacollo	Active monitoring of the relocation, propagation and conservation, and especially survival rates, of EBE plant species in the El Runco offset area. Detailed monitoring reports are prepared annually for regulatory compliance.
Quebrada Blanca	The Environmental Impact Study for the Alconcha project was approved, establishing a new offsetting area for the QB project, which includes the carrying out of studies on the biodiversity of the Andean highlands and the restoration of ecosystems. The project is being undertaken in collaboration with the Quechua Native Community of Ollagüe, owners of the area, marking the first initiative of this kind in Chile. As a core component of our long-term commitment to ecological restoration for the Alconcha project, the project continues to collect seed and grow plants with the quantitative target to successfully propagate and outplant 26,678 Llareta specimens over an eight-year period, growing them in controlled nursery settings for restoration.

Performance Metrics

Indicator

Number of sites with completed biodiversity loss-gain accounting[1]

Performance

2025	7 sites (100%)
2024	5 sites (71%)
2023	4 sites (57%)

Indicator

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

Performance

2025	864 ha
2024[2]	43 ha
2023	37,884 ha

Indicator

Area reclaimed (on-site) during the current year

Performance

2025	4 ha
2024	17 ha
2023	30 ha

Notes:
(1) Includes operating sites and sites in the active closure stage.
(2) Since the publication of the 2024 Sustainability Report, we identified an error in the area restored or conserved at one of our operations. Due to the conservation covenants being added to offsetting parcels late in the year, previously reported figure of 3 ha has been updated to 43 ha to reflect accurate data.

Direct Impact Drivers of Biodiversity and Ecosystem Change

We quantitatively track the predicted and actual impacts through our site biodiversity management plans. At the end of 2025, Teck had a total footprint of 14,755 ha, of which 13,142 ha are yet to be reclaimed and 1,613 ha have been reclaimed.[12] 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.

Table 11: Area Reclaimed and Disturbed[(1),(2),(3)]

	2025	2024	2023	2022
Area reclaimed during the current year (ha)	**4**	17	30	21
Area disturbed during the current year (ha)	**152**	195	162	104
Area of land yet to be reclaimed (ha)	**13,142**	12,990	12,932	13,004
Total area of land reclaimed (ha)	**1,613**	1,611	1,596	1,502
Total footprint (ha)	**14,755**	14,601	14,528	14,506

Notes:
(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.

Significant Incidents Related to Biodiversity

We assess the severity of environmental incidents related to biodiversity based on their potential environmental, safety, community, legal, reputational and financial impacts. According to our incident severity criteria, there were no identified significant incidents[13] related to biodiversity in 2025.

[12] 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.
[13] 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.

TAILINGS MANAGEMENT

SCOPE

Information in this chapter covers Teck-controlled assets for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage tailings, including relevant policies, management practices and systems.

GRI INDICATORS

3-3, 306-3, 14.5.1, 14.5.4, 14.6.1, 14.15.3. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Employee at Quebrada Blanca Operations, Chile.

OUR 2025 TAILINGS MANAGEMENT PERFORMANCE

Tailings Management

As of the end of 2025, Teck managed five active and 22 inactive tailings facilities, including zero active and eight inactive upstream tailings facilities. We have initiated a project to evaluate historical deposits of processing by-products and determine whether any of these meet modern definitions of a tailings storage facility (TSF). On the basis of this evaluation, Teck will determine the appropriate stewardship and reporting path forward for such facilities.

Global Industry Standard on Tailings Management (GISTM)

Teck has implemented the GISTM across our tailings facilities, and reports on conformance with the GISTM for our active and inactive tailings facilities. Teck has achieved conformance with the standard across 26 of our 27 TSFs. The QB TSF partially meets GISTM requirements, with remaining gaps primarily related to documentation updates and additional community engagement. Work to meet all remaining requirements is ongoing and includes updating selected documentation to reflect the initial construction phase, design modifications and an updated assessment of potential failure modes. This work is expected to continue through 2026. Appropriate tailings management and governance systems are in place, with established independent reviews and ongoing community engagement.

As part of our commitment to GISTM, our inactive TSFs with consequence classifications of low, significant and high were independently assured against conformance to GISTM in 2025. The results of the independent assurance were used to inform the tailings disclosures, which are published on our website. More information on the GISTM and on Teck's participation and performance, including our GISTM-related disclosures, can be found in the Our Approach to Tailings Management section of Teck's Management Approach to Sustainability and on our website.

Table 12: Teck 2025 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	●	■	●	●	
Latin America	Antamina	Operating	●	■	●	●	Joint venture (non-operator)
North America	NewRange	Project	●	■	●	●	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	●	■	●	●	
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	●	■	●	●	

● 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 Management (continued)

Tailings Governance Reviews

Tailings Governance Reviews are carried out by internal subject matter experts every two years for our operating sites, every three to five years for our legacy facilities and on an as-needed basis for development projects. In 2025, we performed four tailings governance reviews as part of our schedule; no significant findings related to dam safety were identified in the process. 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.

Tailings Reviews Conducted in 2025

All of our tailings facilities are reviewed for conformance with our internal policy, standard and guidance documentation on a regular schedule, as described in page 38. In 2025, all tailings facilities at Teck had their Annual Facility Performance Report (or equivalent) completed as planned. Independent Tailings Review Boards for each facility met at least once in 2025, with additional focused meetings to provide support and review for some facilities. All Dam Safety Reviews and Teck Tailings Governance Reviews scheduled for 2025 were completed as planned.

For details on internal and external reviews, see the Our Approach to Tailings section of Teck's Management Approach to Sustainability.

Tailings Performance in 2025

Figure 9: Tailings Generated from Processing Ore

Total tailings generated from processing ore, stored in the six operating tailings facilities at our mining operations, are reported in Figure 9.

Tailings Incidents

Teck had no failures of tailings storage facilities and no significant tailings-related safety incidents in 2025.[14] All facility inspections and assorted internal and external reviews were conducted as scheduled in 2025.

Technology and Innovation

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

Teck has implemented remote climate and performance data collection and monitoring systems across the portfolio of operating mines and legacy sites, in situations where these technologies improve reliability and efficiency of data collection. These systems 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.

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; during 2025, Teck remained an active participant in research that supports safe and effective tailings management.

[14] A failure of TSF 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.

MINE CLOSURE

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage responsible mine closure, including relevant policies, management practices and systems.

GRI INDICATORS

3-3, 14.8.4, 14.8.5, 14.8.7, 14.8.9. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Employees at Quebrada Blanca Operations, Chile.

OUR 2025 PERFORMANCE IN CLOSURE

Closure Planning

As of the end of 2025, 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 13: Closure Planning Status: Active Operations

Operation[1]	Estimated life of the mine.	Closure plan status.	Plan approved by relevant authorities.	Most recent regulatory review of plan.	Next regulatory review scheduled.
Carmen de Andacollo Operations	2034/2035[2]	Closure plan in place	Yes	2024	2029
Highland Valley Copper Operations	2043	Closure plan in place	Yes	2021[3]	2026
Quebrada Blanca Operations	2049	Closure plan in place	Yes	2024	2029
Red Dog Operations	2031	Closure plan in place	Yes	2021	2026

Notes:
(1) Teck's Trail Operations has been excluded, as it is an integrated zinc and lead smelting and refining complex.
(2) CdA Operations is currently permitted until 2031.
(3) As part of the recently approved HVC MLE, a comprehensive closure plan was approved in 2025, incorporating feedback from the regulator and COIs.

2025 Closure Activities

Closure activities advanced in 2025 at our sites included:

- **Pend Oreille Mine[15], Washington State, U.S.:** Currently undergoing closure and rehabilitation after operations ceased in 2019. In 2025, activities included the ramp-up of temporary water treatment to support the tailings facility closure, capping of underground vent raises and removal of materials from the site, as well as advancing engineering and permitting for further closure works.
- **Quebrada Blanca Operations:** Progressive closure efforts continue with demolishing structures associated with obsolete processing areas.

Non-Financial Provisions for Socio-Economic Transition

Recognizing the importance of a sustainable post-mining economy, several non-financial initiatives were implemented to support socio-economic transition. These efforts were designed in collaboration with local stakeholders and aimed at building community resilience, diversifying economic opportunities and enhancing local capacity. See the Relationships with Communities chapter for detailed information.

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. 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 2025, compared to $2.3 billion in 2024. We also report financial provisions for decommissioning and restoration in Teck's consolidated financial statements on our website.

[15] Legacy site

AIR QUALITY

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage air quality, including relevant policies, management practices and systems.

GRI INDICATORS

3-3, 305-7, 14.2.1, 14.3.1, 14.3.2. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Quebrada Blanca Operations, Chile.

OUR 2025 AIR QUALITY PERFORMANCE

Managing Air Quality Impacts

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 14 highlights select 2025 improvements to these programs.

Table 14: Examples of Air Quality Activities in 2025

OPERATION	ACTIVITIES
Trail Operations	In 2025, Trail Operations installed an improved metal grate on-site at the truck unloading area. As trucks drive over the grate, it vibrates and shakes material off the tires. This helps keep material from accumulating on the ground and reduces material being tracked out by the trucks. Trail Operations also operationalized a wheel wash at the smelter and installed additional wind fence panels at the zinc operations material-handling area to reduce wind-initiated dust emissions. Further performance testing and verification are planned for 2026.
Highland Valley Copper Operations	In July 2025, HVC received approval for the MLE project, and subsequently received an amended *Environmental Management Act* Permit PA-1557. The permit included requirements to upgrade real-time particulate monitoring — $PM_{2.5}$, PM_{10} and total suspended particulate (TSP) at seven locations, both on-site and at sensitive vectors off-site. The new permit also had a requirement to update the Fugitive Dust Management Plan (FDMP). HVC met the December 31, 2025 deadline for both. While the focus in 2025 was to install the seven monitoring units and revise the FDMP, HVC maintained the monitoring system and mitigations on-site, including: · Daily delivery of a predictive 72-hour dust forecast for the mine and LL-Dam areas · Automated reporting against various thresholds (90th and 95th percentiles, B.C. Ambient Air Quality Objectives) · Operation of a water truck fleet used for dust suppression at the LL-Dam, including trucks with side cannons to increase treatment range
Red Dog Operations	In 2025, RDO implemented the use of a new dust suppression product to reduce fugitive dust emissions from operations. The product, which is designed for winter and freeze/thaw conditions, works by reducing evaporation rates and increasing moisture retention in soil and rock, which reduces fugitive dust emissions. Following a successful trial in 2024, the product was selected and applied to the tailings beach in 2025. Visual inspections, including during high-wind events, have demonstrated improved performance. RDO also managed elevated levels of sulphur dioxide (SO_2) in the air on-site, as discussed further below.
Quebrada Blanca Operations	In 2025, QB implemented two additional continuous monitoring stations at strategic locations near the boundaries of the mine operation. The stations, which measure particulate matter and meteorological conditions, are connected online with real-time data visualization. This information enhances the ability to manage fugitive dust emissions attributable to the site. QB also maintained their dust control program for unpaved roads located near to local communities. This program involves routinely applying a salt-based dust suppressant on the unpaved surfaces. In 2025, the results demonstrated up to 97% efficiency compared to baseline conditions.
Carmen de Andacollo Operations	In 2025, CdA maintained practices to keep dust emissions attributable to the site consistently below limits set by local regulations and management plans. This included application of a dust suppressant on internal and some community roads, asphalting of internal roads, a wheel wash when exiting the site, cleaning of paved roads on-site and in the community, and the use of sprinklers in targeted dust-generating areas on-site. Further investments in this program were made in 2025, including more robust monitoring, twice-weekly measurements by a third party and, to strengthen the tracking and traceability of application routes, installing of global positioning systems (GPS) on trucks that apply water and dust suppressants.

Monitoring and Reporting

The most material air quality issues at Teck relate to metals and SO_2 at our Trail Operations metallurgical facility, as well as particulate matter (dust) at our mining operations. In addition to monitoring these two material indicators, some 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 Reporting Index and Databook.

Monitoring and Management of Sulphur Dioxide (SO_2)

As shown in Table 15, SO_2 emissions from stacks and fossil fuel emissions in 2025 were approximately 1,425.5 tonnes — a 13% decrease from 2024 due to continuous improvement and enhanced control measures on-site at our Trail Operations. 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 15. Full results per operation are available in our Sustainability Databook.

Table 15: SO_2 Emissions from Stacks, Stationary and Mobile Fossil Fuel Combustion (tonnes)[(1),(2),(3)]

Operation	2025	2024	2023	2022
All other operations	**4.5**	3.3	5.8	11.5
Trail Operations	**1,421.0**	1,636.1	1,916.1	2,402.7
Total	**1,425.5**	1,639.4	1,921.9	2,413.2

Notes:
(1) Data for all other operations is aggregated due to their insignificant SO_2 emissions as compared to Trail's. See our Sustainability Reporting Index and 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 2025 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.

Due to ore characteristics, SO_2 emissions are naturally present at RDO. In 2025, increased iron sulphide in the ore being mined led to higher SO_2 emission levels. Teck is actively monitoring and managing this issue, with worker health and safety as the top priority. Refer to the Red Dog Community Update website for more information. RDO is working with NANA, external experts, and the Mine Health and Safety Administration (MSHA) to implement monitoring, operational control and mitigation measures to reduce emissions and protect personnel.

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

As part of our sites' air quality programs, 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 properties and in a number of surrounding communities. The monitoring data allows our operations to identify and manage dust emissions 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.

Monitoring and Reporting (continued)

Table 16: Community Air Quality Monitoring Programs

OPERATION	COMMUNITY AIR QUALITY MONITORING PROGRAM DESCRIPTION
Carmen de Andacollo Operations	CdA 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. 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	HVC operates and maintains four air quality monitoring stations in the community. PM_{10} and $PM_{2.5}$ are measured at Shula Flats, PM_{10} and $PM_{2.5}$ at the town of Logan Lake, PM_{10} and $PM_{2.5}$ at Rey Creek Ranch (off-site baseline) and PM_{10} and $PM_{2.5}$ at the Coast Mountain View Mobile Park. 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	QB 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, which measure PM_{10}, $PM_{2.5}$, settleable particulate matter (SPM) and meteorological conditions, are now connected online to provide real-time data to the relevant authorities. SPM measurements are also taken at three additional stations that are operated and maintained in nearby grazing areas used by the community.

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, legal and financial impacts. According to our incident severity criteria, there were no identified significant incidents[16] related to air quality in 2025.

[16] 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

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about our approach to circularity and how Teck contributes to the circular economy, including relevant policies, management practices and systems.

GRI INDICATORS

3-3, 306-2, 306-3, 306-4, 306-5, 14.5.1, 14.5.3, 14.5.4, 14.5.5, 14.5.6, 14.6.1, 14.15.2, 14.15.3. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

This topic is considered material by our employees, local communities, government regulators, investors and society.

Pictured: Employee at Red Dog Operations, U.S.

OUR 2025 CIRCULARITY PERFORMANCE

Key Circularity Activities

Teck contributes to the circular economy through the following 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

PROCESS CIRCULARITY

We divide waste into two main categories: mineral waste and non-mineral waste. For definitions of these categories, see the Our Approach to Circularity section of Teck's Management Approach to Sustainability.

Management of Mineral Waste

Based on volume, mineral waste is the most significant waste type generated by Teck. In 2025, our operations generated approximately 167 million tonnes of mineral waste. 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. For additional details on our categories and management of mineral waste, see the Our Approach to Circularity section of Teck's Management Approach to Sustainability.

Figure 10: Mineral Waste

Management of Non-Mineral Waste

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, Non-Hazardous Waste and Industrial Waste**. For additional details on our categories and management of non-mineral waste, see the Our Approach to Circularity section of Teck's Management Approach to Sustainability.

Figure 11: Non-Mineral Waste by Composition in Metric Tonnes (t) — 2025[(1),(2)]

Notes:
(1) Rounding of the individual numbers may cause a discrepancy in the total value.
(2) Waste disposal methods were determined based on data provided by waste management suppliers; methodologies vary across operations and suppliers, which ultimately result in slightly different approaches to how data might be collected from site to site.

Table 17: Waste Diverted from Disposal by Recovery Operation, in Metric Tonnes (t) — 2025[(1),(2)]

Type of Waste	On-Site	Off-Site	Total
Hazardous Waste			
Preparation for reuse	0	51	51
Recycling	47,318	4,294	51,612
Other recovery operations	0	82	82
Total Hazardous Waste	**47,318**	**4,428**	**51,746**
Non-Hazardous Waste			
Preparation for reuse	0	585	585
Recycling	0	21,519	21,519
Other recovery operations	0	2,386	2,386
Total Non-Hazardous Waste	**0**	**24,489**	**24,489**

Notes:
(1) Rounding of the individual numbers may cause a discrepancy in the total value.
(2) Waste disposal methods were determined based on data provided by waste management suppliers; methodologies vary across operations and suppliers, which ultimately result in slightly different approaches to how data might be collected from site to site.

Our 2025 Circularity Performance (continued)

Table 18: Waste Diverted from Disposal , by Disposal Operations, in Metric Tonnes (t) — 2025[1],[2]

Type of Waste	On-Site	Off-Site	Total
Hazardous Waste			
Incineration (with energy recovery)	0	361	361
Incineration (without energy recovery)	0	5	5
Landfilling	0	1,018	1,018
Other disposal operations	0	3,498	3,498
Total Hazardous Waste	**0**	**4,882**	**4,882**
Non-Hazardous Waste			
Incineration (with energy recovery)	30	503	533
Incineration (without energy recovery)	597	0	597
Landfilling	45,470	2,482	47,952
Other disposal operations	0	769	769
Total Non-Hazardous Waste	**46,097**	**3,754**	**49,852**

Notes:
(1) Rounding of the individual numbers may cause a discrepancy in the total value.
(2) Waste disposal methods were determined based on data provided by waste management suppliers; methodologies vary across operations and suppliers, which ultimately result in slightly different approaches to how data might be collected from site to site.

PRODUCT CIRCULARITY

Recycling Services at Trail

Our Trail Operations includes one of the world's largest fully integrated zinc and lead refineries, as well as one of the largest metal recycling centres in North America.

At Trail, we primarily treat cathode ray tube glass and, through our lead battery recycling program, small quantities of zinc alkaline batteries and other post-consumer waste. Used lead acid batteries were also added to materials treated at Trail in November 2025. 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 materials contain ingredients that can be substituted for primary raw materials and help divert certain consumer wastes from entering landfills.

Figure 12: Recycled Material at Trail Operations (tonnes)

Note:
(1) Since the publication of the 2024 Sustainability Report, we identified that the recycled materials data for Trail was misstated. As a result, the previously reported figure of 3,210 metric tonnes has been updated to 36,349 metric tonnes to reflect the accurate data.

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. Trail Operations implements a system to track the mass and value of recycled metals.

HVC 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.

RDO requires projects to prepare waste management documents and has 30 dumpsters located on-site dedicated to collecting scrap metal. An ongoing initiative focuses on cleaning up the laydown yard, with explicit effort to maximize removal of waste for responsible disposal and recycling. The amounts of various materials, including scrap metal, shipped from the site for recycling are tracked.

Our operations in Chile, QB and CdA, follow Chile's environmental regulations and standards, which establish the framework for metal waste management and recycling. At QB, the collection and recycling of metal waste is carried out by an external contractor. At CdA, 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.

Our 2025 Circularity Performance (continued)

PRODUCT CIRCULARITY (continued)

Tire Recycling

The management of end-of-life tires (ELTs) at QB and CdA is governed by Chile's Extended Producer Responsibility framework (Law 20.920 and implementing regulations DS 8/21 and DS 12/21 MMA). Under this framework, QB has adopted the "Industrial Consumer" role, which requires ELTs to be recycled, rather than disposed. To comply with this law, QB recycles through authorized third parties.

At our QB and CdA operations, more than 1,460 tonnes of mining tires were recycled in 2025.

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. See the Value Chain Management chapter for further details on these assessments.

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.

Red Dog Operations and the Toxics Release Inventory

Due to the volumes of rock and ore moved at the Red Dog mine annually, the site is listed on the U.S. EPA TRI. 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 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. For more information about Red Dog performance during the year, refer to the TRI website.

Significant Incidents 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, legal and financial impacts. According to our incident severity criteria, in 2025 there were no identified significant incidents[17] related to waste management, including significant spills of hazardous or non-hazardous waste.[18]

[17] 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.
[18] 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.

OUR PEOPLE AND CULTURE

SCOPE

Information in this chapter covers Teck-controlled assets for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage matters related to labour relations; retention; training and development; and inclusive and respectful workplace, including relevant policies, management practices and systems.

GRI INDICATORS

2-7, 2-8, 2-21, 2-25, 2-26, 2-30, 3-3, 202-1, 401-1, 401-2, 401-3, 403-6, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 14.8.1, 14.8.3, 14.16.7, 14.17.1, 14.17.2, 14.17.3, 14.17.4, 14.17.5, 14.17.7, 14.17.8, 14.18.2, 14.19.2, 14.20.1, 14.20.2, 14.20.3, 14.21.1, 14.21.3, 14.21.4, 14.21.5, 14.21.6, 14.21.7.
See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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.

Pictured: Employee at Carmen de Andacollo Operations, Chile.

OUR 2025 PERFORMANCE RELATED TO OUR PEOPLE AND CULTURE

Global Workforce Demographic

At the end of 2025, there were 7,854 employees, temporary and permanent, working at Teck-controlled assets, as compared to 7,649 employees in 2024.

Figure 13: Global Workforce in 2025[(1),(2)]

Notes:
(1) Includes all Teck employees, including regular, fixed term and students.
(2) Information related to gender is based on self-declaration.

Labour Rights and Relations

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, 2025, child labour and forced labour were not considered significant risks for any of our operations. See 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, approximately 57% of our workforce was unionized in 2025.[19] Table 19 presents a list of collective bargaining agreements covering all unionized employees at our principal operations. At QB, negotiations commenced with Union 1 in early 2025, with an agreement reached in April following the successful negotiation of two collective agreements with Union Admin and Union 2 in 2024. Collective agreements were also reached with both CdA unions later in 2025. All of the agreements were for the maximum three-year term allowed in Chile. 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 19: List of Collective Agreements

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

Note:
This table presents a list of collective bargaining agreements that cover all unionized employees at our principal operations.

[19] Does not include joint venture workforce numbers.

Talent Acquisition, Engagement and Development

In 2025, Teck continued to experience competitive talent markets where we operate, with 861 total new hires, of which 30% were women.[20] For a breakdown of new hires by age group, gender, region and Indigeneity, see our Sustainability Reporting Index and Databook.

Teck's focus has continued to be on strategic talent growth, with an emphasis on building and developing talent internally, improving external candidate experience, and continuing our early talent attraction and engagement. Some selected initiatives at the regional level included supporting the expansion of our mine life extension teams at HVC MLE and RDO MLE.

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 towards 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 2025, our voluntary turnover rate (including resignations and retirements) was 5.8%, and our overall turnover rate was 11.3% for regular employees.

Performance Metric

Indicator

% of total employee turnover

Target

Keep total employee turnover under 10% each year

Performance

2025	11.3% total turnover
2024	12.9% total turnover

Employee Well-Being

Teck's Well-Being Community of Practice, with representatives from human resources, health and safety, and other offices globally focuses on well-being initiatives and shares best practices. In 2025, we launched several campaigns focused on mental health and financial well-being. For more information on supporting well-being and workplace flexibility, see the Our Approach to Our People and Culture section of Teck's Management Approach to Sustainability.

Maternity and Parental Leave Metrics

For information on our approach and policies related to maternity and parental leave, see the Our Approach to Our People and Culture section of Teck's Management Approach to Sustainability.

Table 20: Return to Work and Retention Rates After Parental Leave

	2025		
	Women	**Men**	**Undeclared**
Number of employees who took parental leave	42	80	N/A
Number of employees who returned to work after parental leave ended[1]	33	76	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	44	1
Return to work rate of employees who took parental leave (%)[2]	79%	95%	N/A
Retention rate of employees who took parental leave (%)[3]	86%	88%	N/A

Notes:
(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.

[20] Hiring data includes regular employees only.

Talent Acquisition, Engagement and Development (continued)

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 all the way to advanced capability building. In 2025, 97.03% of employees at Teck received training.

Figure 14: Investment Spend on Training (millions)

Table 21: Average Hours of Training by Employee Category and Gender[1]

Type	2025	
	Men	Women
Senior Management	15	6
Middle Management	49	38
Professionals	57	59
Professional Support, Administration, Hourly/Operators	78	78

Note:
(1) For definitions of Senior Management, Middle Management, Professionals and Professional Support, Administration, Hourly/Operators, 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 2025, 91% of regular salaried employees, of which 33.3% were women, 66.5% 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 the Emerging Leaders Program. In 2025, we delivered seven cohorts of Leading for the Future, four cohorts of Leading for Excellence and one cohort of Leading Together. The North America region hosted eight of these cohorts and the Latin America region hosted four.

In addition to these programs, each regional site provides tailored leadership development opportunities. For example, at our RDO, the Accelerated Leadership Development Program was launched in 2019 to support the growth of high-potential NANA shareholder employees into leadership roles, aligning with Teck's commitment to increasing shareholder representation in exempt and supervisory positions. The program runs over nine months, with a series of leadership development modules. Since its launch, the program has contributed to a steady increase in NANA shareholders progressing into more senior roles at RDO. A total of 46 participants completed the program, with an additional 14 participants who will participate in the next cohort that starts in January 2026.

To strengthen critical leadership and management capabilities among front-line supervisors, Teck developed site-specific training programs. These include the HVC Supervisor Competency Program, with 60 participants who completed the program across eight cohorts, and the Trail Supervisor Development Program, with 80 participants who completed the program across five cohorts. In addition to building core leadership skills, the programs were tailored to empower supervisors to drive safety, performance, engagement, retention and development across their teams.

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 2025, in which over 2,911 employees responded across our operations, representing 37% of our workforce at the time. The next survey is scheduled for 2027.

Since 2024, Teck has implemented employee pulse surveys, a bimonthly opportunity for employees to provide feedback and to help inform how we can improve work at Teck. Across the four survey periods conducted in 2025, a combined 8,952 responses were collected, with each cycle averaging 2,238 responses and achieving a mean response rate of 29.1%.

Inclusive and Respectful Workplace

In 2025, we continued to work towards building a workforce that is reflective of the communities in which we operate and inclusive of more women, Indigenous Peoples, persons of colour, persons with disabilities and 2SLGBTQI+ community members. With nine equity, diversity and inclusion (EDI) committees representing different parts of the business, we are focusing on a number of initiatives tied to the four areas of our Inclusive and Respectful Workplace Strategy shown in Table 22. For information about Indigenous employment in 2025, see the Relationships with Indigenous Peoples chapter.

Inclusive and Respectful Workplace (continued)

Table 22: Implementation of the Equity, Diversity and Inclusion Strategy

INCLUSIVE AND RESPECTFUL WORKPLACE OUTCOMES	2025 EXAMPLE ACTIVITIES
Leadership: Strengthen accountability of senior management for delivery of our strategy in alignment with our business and community priorities	Joined the HeForShe Alliance, with Jonathan Price, President and CEO, as a HeForShe Champion. As a partner in this UN Women initiative, which is focused on involving all genders in the dialogue and progress on gender equality, Teck commits to implementing a male allyship program, taking action on domestic violence and improving the inclusion of Indigenous women in our workforce. Integrated the Inclusive and Respectful Workplace Strategy into our growth projects, including developing standardized practices around camp design, workforce planning and engagement to work towards fostering respect and inclusion from the start of a project and through subsequent stages. Engaged a cross-section of stakeholders within and external to our business to update our Inclusion and Engagement Strategy for 2026–2028.
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 1.2% of Teck's Chilean workforce identifying as persons with disabilities. Planned, progressed and measured against our gender representation goal 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. Continued to grow the membership of the Indigenous Employee Gathering, a network of Indigenous employees, including bimonthly meetings, in-person gatherings and an Indigenous leadership workshop.
Communication & Learning: Integrate learning opportunities to increase awareness and influence behaviour to support a more respectful and inclusive culture	Developed and delivered training on bias in recruitment, bystander intervention, allyship, and inclusive language and leadership for our sites. Hosted our first cohort of Moose Hide Campaign's "we are medicine" course to advance skills for addressing gender-based violence and harassment. Recognized days of EDI significance to increase understanding across identities. Many of these observances were led by employees, including a Lunar New Year lantern-making workshop and a Latin Heritage Month fireside chat. Advanced understanding of the history, rights, culture and realities of Indigenous Peoples through Indigenous cultural awareness training in Canada (see the Relationships with Indigenous Peoples chapter for more details).
Employee Experience: Create an inclusive environment where we celebrate differences and readily speak up	Employees across the business continued to advance 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 Neuroinclusive Collective, a network for neurodiverse inclusion. Developed and shared a Gender Transition Guideline, informed by our Rainbow Alliance and PRIZMA networks, to guide the supports for and process of transition at Teck. It was launched with workshops on the concept and development of identity.

Inclusive and Respectful Workplace (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 2,039 women working at Teck at the end of 2025, which represents 26% of the total workforce, as compared to 1,953 women (26%) in 2024.

In addition, 30% of total new hires (260) in 2025 were women. At the end of 2025, women represented 44% of Independent Board Members (36% of all directors) and held 50% of Board leadership positions (Chair of Board/ Board Committee). There were 2 women (20%) in executive management (C-suite) and 764 women (32%) in all management at the end of 2025.

Table 23: Women in Leadership and Technical Positions Category

	2025
Board of Directors	**36%**
Senior Management	**28%**
Middle Management	**30%**
Junior Management	**33%**
Operational and Technical Positions	**19%**

Note:
For definitions of Senior Management, Middle Management, Junior Management, and Operational or Technical Positions, see our Sustainability Report Glossary.

Performance Metrics

Indicator

% of female employees

Target

Increase % of female employees

Performance

2025	26% female employees
2024	26% female employees

Indicator

% of female employees in senior management

Target

Increase % of female employees in senior management

Performance

2025	28% female employees in leadership positions (3% increase)
2024	25% female employees in leadership positions

Note:
Senior management includes individuals in top management positions that are maximum two levels away from the President and CEO or comparable positions.

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 24 for the ratios of entry-level wage compared to local minimum wage by gender.

In 2025, 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.[21]

Following best practices for transparent compensation disclosure, we report on executive pay ratios. We disclose in page 56 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 24: Entry-Level Wage Compared to Local Minimum Wage[(1),(2)]

	2025		2024		2023	
Countries	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**
Canada	**2.2 : 1.0**	**2.2 : 1.0**	2.1 : 1.0	2.1 : 1.0	1.9 : 1.0	1.9 : 1.0
United States	**2.0 : 1.0**	**2.0 : 1.0**	2.2 : 1.0	2.2 : 1.0	2.2 : 1.0	2.2 : 1.0
Chile[(3)]	**2.0 : 1.0**	**2.0 : 1.0**	1.5 : 1.0	1.5 : 1.0	1.6 : 1.0	1.6 : 1.0

Notes:
(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) The figures representing Chile are for the lowest-paid operations role, as Chilean operations do not have hourly employees.

[21] 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.

Inclusive and Respectful Workplace (continued)

Table 25: 2025 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[(3)]	Ratio
100 : 1	1.25%	6.55%	0.20 : 1

Notes:
(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 using a five-year average exchange rate. Currency exchange rates affect the year-over-year comparison of median values in currencies other than Canadian dollars.
(4) President and CEO.

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 female and male employees across the organization receive equitable pay. The reviews were conducted by our compensation team, with the methodology validated by a leading third-party global consultancy. In 2025, the reviews found no indication of any systemic gender pay issue within our company; any differences in salaries paid are due to a variety of factors, such as average shorter service for female employees in the company. We plan to continue to conduct reviews annually.

Table 26: Ratio of Basic Salary and Remuneration in 2025[(1),(2)]

Employee Category	Average Basic Salary (Women : Men)	Average Remuneration (Women : Men)
Canada[(3)]		
Senior Management	0.9 : 1.0	0.8 : 1.0
Middle Management	1.0 : 1.0	1.0 : 1.0
Professionals	1.0 : 1.0	1.0 : 1.0
Professional Support	0.8 : 1.0	0.8 : 1.0
Administration	1.1 : 1.0	1.1 : 1.0
Hourly/Operators	0.9 : 1.0	0.9 : 1.0
United States		
Senior Management	0.8 : 1.0	0.8 : 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	0.8 : 1.0	0.8 : 1.0
Chile		
Senior Management	1.1 : 1.0	1.2 : 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	1.1 : 1.0
Hourly/Operators	0.8 : 1.0	0.9 : 1.0

Notes:
(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.

Inclusive and Respectful Workplace (continued)

Employee Feedback, Incidents and Grievances

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. In 2025, we dealt with individual reports of harassment through our human resources procedures and received eight allegations of discrimination and 45 allegations of bullying and harassment 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.

In 2025, we responded to one high-priority case of gender-based violence and harassment. Upon receiving the report, we responded in alignment with our Gender-Based Violence and Harassment Procedure and the Confidential Reporting, Investigations and Remediation Procedure. Remediation actions included reinforcing our Respectful Workplace Standard across the company, updating our travel safety guidance, and strengthening contracting terms to clarify expectations of contractors to uphold our policies and standards, including respect and support for human rights commitments outlined in Teck's Expectations for Suppliers and Contractors.

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. In 2025, we continued learning opportunities to equip our people with skills to prevent and address gender-based violence and harassment, including a webinar on male allyship in recognition of the International Day for the Elimination of Violence Against Women, running Moose Hide Campaign's "we are medicine" course and recognizing Red Dress Day.

Teck has developed Inclusion Centres with on-site counsellors to support employees and contractors when they need it. Now available at QB, RDO and HVC operations, the Centres provide counselling services, foster understanding, and build skills around respectful workplace and wellness topics such as bystander intervention, work-life balance, and avoiding and addressing microaggressions.

As part of our HeForShe commitments, we also developed guidance on domestic violence to support trauma-informed responses to disclosures of these types of cases.

We continue to regularly assess and aim to improve our facilities with safety features, including cameras, locks and emergency buttons for isolated workers. In particular, we worked with our projects to include these features in camp designs. Furthermore, we published guidelines for safe and respectful behaviours in our washroom and dry facilities, especially in our universal facilities for all genders.

Pictured: Employees at Highland Valley Copper Operations, Canada.

HEALTH AND SAFETY

SCOPE

Information in this chapter covers Teck-controlled assets for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage health and safety, including relevant policies, procedures, management practices and systems.

GRI INDICATORS

3-3, 403-1, 403-2, 403-6, 403-7, 403-8, 403-9, 403-10, 413-1, 14.10.2, 14.16.1, 14.16.2, 14.16.3, 14.16.7, 14.16.8, 14.16.9, 14.16.10, 14.16.11. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Employees at Red Dog Operations, U.S.

OUR 2025 HEALTH AND SAFETY PERFORMANCE

Health and Safety Performance

In 2025, our efforts were guided by our five strategic objectives: risk management, fostering a learning organization, promoting a culture of health and safety, building communities of practice, and enhancing governance and reporting. Refer to our Management Approach to Sustainability for detailed information about our strategic objectives.

Health and Safety Culture and Community

Courageous Safety Leadership (CSL) — Teck's cornerstone behavioural safety program — launched in 2009, 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. This year, 638 new employees participated in Introduction to CSL.

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 2025, more than 1,300 individuals participated in this program, mainly at our operations; we will continue to finalize deployment, including to our corporate offices in North America throughout 2026. In 2025, we also updated our Introduction to CSL to provide greater emphasis on psychological safety. Within four to six months of starting with Teck, new employees take the Introduction to CSL.

Promoting a Learning Organization

To foster worker involvement and consultation, and to build open communication, strong relationships and issues resolution, our operations convene health and safety forums and committees to provide opportunities for our employees to raise, 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.

Risk Management — High-Potential Risk Control

In 2025, sites created multi-year risk management plans and began executing gap-closure action plans to embed the Teck High-Potential Risk Control (HPRC) standards into controls, systems and practices. This work, targeted for completion in 2027, aims to improve consistency of controls and reduce risk exposure to fatalities or serious injuries.

We also continued our critical CCV program, in line with our HPRC strategy, to allow us to monitor the appropriateness and effectiveness of critical controls. In 2025, over 23,000 CCVs were performed across the company, with a renewed focus on breadth and quality during these important field-based activities. Further advancement of the CCV program is planned for 2026 and beyond.

To strengthen the foundation of our HPRC program, we released additional standards for common high-risk tasks. These mandatory standards establish consistent controls and management practices for key hazards and support the continued expansion of our CCV program. The new standards address:

- Confined spaces
- Working on or near water
- Tires and rims
- Exposure to welding fumes
- Barricading

In 2025, Teck introduced an enterprise-wide initiative called Life Saving Commitments, which is designed to strengthen our safety culture. Aligned to HPRC, this program outlines the critical actions every worker must take to manage risks associated with 10 high-risk exposures and controls. It serves as a practical guide for completing work safely, and empowers employees to speak up and stop any task that cannot be performed without adequate safety measures. Life Saving Commitments was rolled out across all our operations, projects and business units in 2025 and is expected to continue to be a key component of our management system.

Teck also implemented a new management standard for field- and task-based risk assessment tools. This is designed to drive greater consistency in how risks are identified and managed by individuals and teams in the field.

For more details on HPRC, see the Our Approach to the Health and Safety section of Teck's Management Approach to Sustainability.

Safety Performance

In 2025, we saw a decrease in our overall high-potential incidents compared to the most recent two years. There were two Potentially Fatal Occurrence (PFO) incidents, which is an increase of one over 2024 and the same as in 2023. Our combined High-Potential Incident Frequency decreased from 2024. While this decrease reflects positively on our safety performance, we continue to face safety challenges, and we remain vigilant as we work to reach our ultimate goal of everyone going home safe and healthy every day. We are also working closely with ICMM and look forward to the launch of their new fatality reduction initiatives.

In 2025, our Total Recordable Injury Frequency (TRIF) was 15% lower than in 2024 and our Lost-Time Disabling Injury Frequency decreased year over year by 26% for Teck-controlled sites. Teck's total work hours increased (5.5%) between 2024 and 2025.

Table 27: Health and Safety Performance[(1),(2),(3),(4),(5)]

	2025	2024	2023	2022
Total Recordable Injury Frequency	**0.55**	0.65	0.45	0.38
Lost-Time Injuries	**42**	53	43	57
Lost-Time Injury Frequency	**0.23**	0.31	0.14	0.15
Disabling Injury Frequency	**0.02**	0.04	0.04	0.03
Lost-Time Disabling Injury Frequency	**0.26**	0.35	0.19	0.19
Lost-Time Injury Severity	**16.76**	20.56	33.82[(6)]	7.65
Number of Fatalities	**0[(8)]**	0[(7)]	1	0
Fatality Rate	**0.00**	0.00	0.003	0.00

Notes:
(1) Safety statistics 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.
(2) 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.
(3) 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.
(4) 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.
(5) 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.
(6) 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.
(7) 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.
(8) In 2025, there were two fatalities at Antamina mine, our joint venture with BHP, Glencore and Mitsubishi. See Antamina's sustainability report for further information.

Performance Metrics[(1),(2)]

Indicator
Work-Related Fatal Injuries
Target
Zero fatalities
Performance

2025	0
2024[(2)]	0
2023	1

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

2025	15% decrease
2024[(2)]	44% increase
2023	15% increase

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

2025	26% decrease
2024[(2)]	84% increase
2023	No change

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

2025	50% decrease
2024[(2)]	33% increase
2023	50% increase

Notes:
(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) Teck's total work hours reduced significantly (43%) between 2023 and 2024 following the completion of QB Phase 2 in 2023. The significant decrease in total work hours in 2024 has impacted year-on-year comparisons.

Safety Performance (continued)

High-Potential Incidents

High-Potential Incidents (HPIs) are incidents that have a reasonable likelihood to have caused a fatality, including serious life-altering injury.[22] In 2025, our combined HPI frequency at Teck-controlled operations was 50% lower than in 2024.

There were 10 total HPIs reported in 2025, compared to 20 in 2024. Two PFOs[23] were reported across Teck-controlled locations. We investigate PFOs to the same standard as fatalities. With the involvement of enterprise health and safety leadership, an investigation was undertaken with site experts to determine the contributing factors to these incidents. Recommendations and actions were shared with all of our business units. In addition, during 2025, all total HPIs were thoroughly investigated to identify corrective actions to minimize the potential for reoccurrence. This process also includes active management review for every HPI. In 2025, we placed a strong emphasis on enhancing the effectiveness of our investigations by refining our methodology and providing targeted training, both for new and experienced investigation facilitators.

Table 28: High-Potential Incident Performance[(1),(2),(3)]

	2025	2024	2023	2022
High-Potential Incidents	**8**	14	20	13
High-Potential Incident Frequency	**0.04**	0.08	0.07	0.03
Serious High-Potential Incident	**—**	5	6	6
Serious High-Potential Incident Frequency	**—**	0.03	0.02	0.02
Potentially Fatal Occurrences	**2**	1	2	2
Potentially Fatal Occurrence Frequency	**0.01**	0.01	0.01	0.01
Total HPIs	**10**	20	28	21
Total HPI Frequency	**0.06**	0.12	0.09	0.06

Notes:
(1) 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.
(2) As of 2025, our updated procedure no longer includes the SHPI category, and the table has been revised to reflect this new structure. Serious HPI (SHPI) values have been consolidated into the HPI category.
(3) Frequency indicators 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 29: Process Safety Events[(1),(2)]

	2025	2024	2023	2022
Process-Related HPIs	**1**	2	3	1
Frequency (per 1,000,000 hours)	**0.01**	0.01	0.01	0.003

Notes:
(1) Teck-controlled refers to situations where Teck has the ability to exert decision-making authority over an activity or location.
(2) Safety statistics include both employees and contractors at all Teck-controlled assets (operations, projects, closed properties, exploration sites and offices).

[22] Teck uses an HPI Classification Model to assess and determine HPIs and PFOs. During 2025, the HPI model was revised to reduce complexity and the "Serious HPI" classification was removed.
[23] 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.

Occupational Health and Hygiene

Teck continued to strengthen hazardous materials management through the implementation of a standardized chemical management solution using a system that provides a consistent, wide process for chemical approval, risk screening and documentation. Teck also completed the transition to a single enterprise platform — Live Exposure Assessment Platform — which enables standardized sampling workflows and integrated management of both real-time and non-real-time exposure data.

During 2025, we also expanded the use of real-time particulate monitoring technology across multiple operations. Three operations now have real-time devices deployed and the remaining two operations are in the early stages of implementation. This technology provides continuous visibility into particulate levels, enabling earlier identification of exposure sources, real-time evaluation of control effectiveness and creation of more targeted exposure reduction initiatives.

We are advancing real-time exposure monitoring. In 2025 we co-developed and successfully field-tested a prototype wearable real-time particulate monitor at multiple Teck operations. This technology can improve risk identification and support the implementation of better engineered controls by monitoring and analyzing workers' actual exposure patterns.

In 2025, Teck released a new Occupational Health Standard to set enterprise-wide expectations for readiness to work, fatigue and impairment management, ergonomic and environmental health risks, infection prevention and exposure-driven medical surveillance, supporting a more consistent and proactive approach to protecting worker health. Every Teck-controlled site completed a formal gap assessment against the new requirements and developed action plans to achieve compliance within three years.

Table 30: Occupational Health and Hygiene Initiatives in 2025

Some occupational health and hygiene initiatives in 2025 included, but were not limited to:

OPERATION	ACTIVITIES
Highland Valley Copper Operations	Completed a major upgrade to the Mine Maintenance Shop exhaust extraction system, improving control of diesel particulate matter for maintenance personnel. The site also progressed a large dust and silica reduction project by enhancing ventilation and extraction capacity along key conveyor systems, strengthening its ability to capture airborne and accumulated material.
Red Dog Operations	Advanced multiple engineering measures to reduce exposure to airborne particulates. Improvements included upgraded point-source dust collection systems and expanded enclosure and source-control measures informed by real-time particulate monitoring. The operation also implemented modifications in high-noise areas, reducing the need for workers to enter elevated noise zones and adding noise-attenuating barriers around critical equipment.
Quebrada Blanca Operations	in site accommodations, supporting workers in managing the physiological demands of altitude and reducing the risk of altitude-related illness during rest and recovery periods.
Carmen de Andacollo Operations	Continued strengthening its silica-control program by assessing conveyor systems in the crushing area and installing encapsulation on portions of the identified systems. These improvements enhance dust containment and reduce silica exposure among high-risk work groups.

Psychological Safety, Mental Health and Well-Being

To support our approach to managing psychological safety, mental health and well-being, in 2025, we sponsored and led the development of the ICMM Tools for Psychological Health and Safety. Various health and wellness initiatives, including mental health awareness training and access to telehealth services have been implemented at some Teck sites. We also continued our Employee and Family Assistance Program, which provides mental health support and work/life services for employees and their families.

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 2025 training was expanded to other groups like first responders and human resources. Over 370 employees received this training, with more than 1,200 participants completing it since 2024. Next year, the program will mature into a sustainment phase, enabling new and remaining front-line leaders, as well as others, to receive this important training.

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

Occupational Health and Hygiene (continued)

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 31. As our systems for reporting occupational diseases continue to mature, the number of 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.

Table 31: Occupational Disease Cases[(1),(2),(3)]

	2025	2024	2023	2022
Respiratory Disorders	**0**	0	1	0
Hearing Loss	**0**	1	2	0
Musculoskeletal Disorders	**3**	7	2	3
Cancer	**0**	0	1	0
Other Medical Disorders	**2**	3	4	0
Total	**5**	11	10	3

Notes:
(1) 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 sites.
(2) 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).
(3) 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 32: Occupational Disease Rate[(1),(2)]

	2025	2024	2023	2022
Total Occupational Disease Rate (per 200,000 hours)	**0.07**	0.16	0.16	0.05
Total Occupational Disease Rate (per 1,000,000 hours)	**0.36**	0.82	0.79	0.27

Notes:
(1) 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 sites.
(2) 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.

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 33: Occupational Disease Fatalities[(1),(2),(3)]

	2025[(4)]	2024	2023
Occupational Disease Fatalities	**2**	1[(3)]	0

Notes:
(1) 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.
(2) 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).
(3) 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.
(4) In 2025, we identified two occupational disease fatalities. The individuals were formerly employed at Teck-controlled assets during different periods. One individual, who was employed from 1965 to 1975, had a workers' compensation claim for mesothelioma accepted in 2025 due to historical asbestos exposure; this individual passed away in 2024. The second individual was employed from 1977 until retirement in 2002, had a workers' compensation claim for mesothelioma accepted in 2025, and passed away in 2025.

BUSINESS CONDUCT

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage business conduct, including relevant policies, management practices and systems.

GRI INDICATORS

2-16, 2-25, 2-26, 2-28, 3-3, 201-4, 203-2, 205-1, 205-2, 205-3, 207-2, 207-3, 415-1, 14.9.4, 14.22.1, 14.22.2, 14.22.3, 14.22.4, 14.23.3, 14.23.5, 14.23.6, 14.24.1, 14.24.2. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Employees at Trail Operations, Canada.

OUR 2025 BUSINESS CONDUCT PERFORMANCE

Doing What's Right Program

Doing What's Right is our program designed to maintain an ethical and safe workplace and uphold the moral and ethical principles within our Code of Ethics. It also specifies the basic norms and behaviours for those conducting business on our behalf. Through this program, we received 209 reports of alleged violations of our Code of Ethics in 2025. The areas for which we received the greatest number of reports were regarding employee relations (61%), bullying and harassment (9%) and inappropriate behaviour (5%). Of the 209 total reports, 152 cases were closed following an investigation or were closed on the basis that no investigation was necessary. The remaining 57 cases are still under investigation. In 2025, there were nine reported and two confirmed allegations of conflicts of interest. The Audit Committee receives and reviews quarterly reports on the investigation and resolution of complaints raised through the whistle-blower hotline.

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.

Training: We have criteria in place to determine which employees are required to complete online or in-person anti-corruption training, based on location, potential engagement with government and a number of other factors. Based on these criteria, 3,226 employees were required to participate in online anti-corruption training in 2025; 98.7% of those employees have completed the training. Table 34 provides more information about training on anti-corruption procedures.

Table 34: Number of Employees Who Have Received Training on Anti-Corruption During the 2025 Training Cycle

Country	Number of Employees Who Have Received Training on Anti-Corruption
Canada	1,473
United States	1,416
Chile	229
Other locations (China, Australia, Ireland, Mexico, Namibia, Peru, Türkiye and Japan)	67
Total	3,185

No criminal cases regarding bribery were brought against Teck or any of its affiliates in 2025, 2024 and 2023.

No incidents of corruption were identified in 2025. In 2025, anti-bribery, corruption and sanctions risk assessments were completed for Türkiye and the global Exploration Group. 100% of Teck-controlled operations in high-risk jurisdictions have completed anti-bribery, corruption and sanctions risk assessments. RDO, Trail and HVC have not yet completed similar risk assessments due to their operations being in lower-risk countries (Canada and the U.S.).

In 2025, Teck continued to roll out training and a new global Third-Party Due Diligence Procedure to support 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, all third parties, including those 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 2025, 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. Three allegations of fraud were investigated and reported to the Audit Committee during 2025. We received one allegation regarding alleged breaches of competition laws.

Cybersecurity

Teck mitigates cyber risk through governance of digital technologies and security safeguards that protect data privacy and maintain continuity of operations. For details on the governance and management of cybersecurity, see the Our Approach to Business Conduct section of Teck's Management Approach to Sustainability. As Teck continues to integrate digital technologies into our operations, our approach to managing cybersecurity and data privacy risks will evolve accordingly.

In 2025, activities included:

- Updated Information Security Policy reviewed and approved by the Board of Directors, outlining the mandate, program, and roles and responsibilities for protecting the confidentiality, integrity and availability of Teck's digital information
- Deployed advanced threat detection and response technology, improving operational efficiency and strengthening our security posture
- Enhanced our 24x7 security operations monitoring processes and regional coverage
- Transitioned to a 'Three Lines Model', reinforcing accountability and risk management for cybersecurity across operational teams

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 2025, 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 to the B.C. Government's Net-Zero New Industry Policy.

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 the RDO zinc mine in Alaska and Canada's largest copper mine, HVC in B.C.; the Zafranal project in Peru; the San Nicolás project in Mexico; the Strategic Metals Initiative at our Trail Operations in B.C.; the Galore Creek and Schaft Creek projects in B.C.; and the NewRange project in Minnesota.

Increased Indigenous participation in the mining sector: Teck encouraged 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.

Investments in Western Canada's supply chains: Teck continued to communicate with the Governments of Canada and B.C. about the need for 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. Governments and industry associations alike view the current replacement workforce as insufficient to meet future needs.

Trade relations with key export markets: Teck continued to work with governments to share information and input into trade-related issues, including trade barriers and opportunities for greater cross-border regulatory alignment.

Innovation Initiatives

Innovation in mining: Teck engaged government on initiatives to advance innovation in our operating jurisdictions. We 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.

Contributions to Industry Associations

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 2025 were to the International Copper Association ($722,832), World Economic Forum ($696,780), ICMM ($675,095), MAC ($664,797), and the International Zinc Association ($490,009).

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[24] 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 2025, 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 Reporting Index and 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 2025, Teck received funding from two government programs in Canada: the CleanBC Industry Fund ($500,558) and the Employment and Social Development Canada Student Work Placement Program ($295,000). The CleanBC Industry Fund invests a portion of carbon tax revenues into businesses working on GHG emission reduction projects.

[24] 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.

HUMAN RIGHTS

SCOPE

Information in this chapter covers Teck-controlled sites for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage human rights, including relevant policies, management practices and systems.

GRI INDICATORS

2-25, 2-26, 2-29, 3-3, 408-1, 409-1, 410-1, 414-1, 414-2, 14.9.1, 14.13.2, 14.13.3, 14.14.1, 14.14.2, 14.17.9, 14.17.10, 14.18.2, 14.18.3, 14.19.2, 14.19.3, 14.25.1, 14.25.2. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Community member near Highland Valley Copper Operations, Canada.

OUR PERFORMANCE IN HUMAN RIGHTS IN 2025

Identifying Human Rights Risks and Impacts

Building on work on our Human Rights Risk Assessment (HRRA) at Teck-controlled operations, in 2025, a comprehensive HRRA was completed at Trail Operations. We also completed human rights and vulnerability assessments in conformance with the GISTM at legacy sites with tailings storage facilities.

By the end of 2025, 100% of Teck-controlled operations have completed HRRAs conducted by independent, third-party collaborators with deep human rights expertise, incorporating engagement with vulnerable and marginalized groups. See the Our Approach to Human Rights section in Teck's Management Approach to Sustainability for more details on our due diligence process.

We continue to integrate human rights analyses into our sites' comprehensive risk assessments and human rights management plans. Simultaneously, we continue to update our internal social context knowledge base to inform our social impact and human rights analyses.

Salient Human Rights Issues

A company's salient human rights risks 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. Aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs), we disclose our most significant, or salient, human rights risks identified through our human rights due diligence processes, which incorporate insights from local stakeholders and external human rights experts. See the Our Approach to Human Rights section in Teck's Management Approach to Sustainability for the list of salient human rights risks and the measures in place to manage them.

Mitigation and Remediation

Following the HRRA, where a human rights impact has been determined, sites develop a human rights management plan that outlines risks, impacts, controls, mitigation actions and, where appropriate, approaches to remedy. By the end of 2025, all four operations that underwent HRRAs in 2023–2024 had human rights management plans in place; sites completing HRRAs in 2025 are finalizing their plans.

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.[25] We recognize that there is a risk of modern slavery occurring as a result of our business activities and throughout our supply chain and report on our efforts to mitigate them in our annual disclosures. Teck's Report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* is available on our website. Also see the Our Approach to Value Chain Management section in Teck's Management Approach to Sustainability for more details.

Artisanal and Small-Scale Mining (ASM)

In 2025, we are aware that ASM took place adjacent to our CdA Operations and the Zafranal project in Peru. No significant disputes or incidents took place in 2025 in regard to ASM at these sites. See the Our Approach to Human Rights section in Teck's Management Approach to Sustainability for more information about our approach to ASM.

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, environmental and social baseline surveys were 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 HRRAs, implement associated improvement plans and conduct training on human rights.

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

Human Rights-Related Training

Teck conducts human rights training for key personnel who support the management of human rights risks and impacts across the company.

Teck also conducts training and other supporting activities to increase awareness and influence behaviour to support a more respectful and inclusive culture. See the Our People and Culture chapter for details.

In 2025, Teck continued to train relevant supply chain personnel across the company on modern slavery, focusing on identifying modern slavery indicators, recognizing potential cases, and reporting 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, and provide training as required.

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 actions to address, issues with actual or potential human rights implications.

Through Teck's *Doing What's Right* Program, any employee or third party can anonymously report issues or incidents related to human rights. In parallel, community members are encouraged to raise concerns and feedback, including those related to human rights, through our site-level community feedback mechanisms. See the Our Approach to Human Rights section in Teck's Management Approach to Sustainability for more details on how we respond to feedback and incidents and provide access to remedy.

In 2025, no significant feedback was received 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. This included three allegations of discrimination, and 19 allegations of bullying and harassment. In all cases, acknowledgement of the complaint was provided, along with efforts to address the concern within a time-bound process.

Teck also responded to one high-priority case of gender-based violence and harassment in 2025 and provided remedy aligned with our Gender-Based Violence and Harassment Procedure and the Confidential Reporting, Investigations and Remediation Procedure, which aims t o uphold the safety, dignity and rights of those involved. For more information on remediation actions, see the Our People and Culture chapter.

For information on grievances, incidents and significant disputes related to communities and Indigenous People, see the Relationships with Communities and Relationships with Indigenous Peoples chapters.

VALUE CHAIN MANAGEMENT

SCOPE

Information in this chapter covers Teck-controlled operations for the fiscal year ending December 31, 2025, unless otherwise stated. For details on definitions and scope, see the Basis of Preparation of the Sustainability Report chapter.

Refer to our Management Approach to Sustainability for information about how we manage our value chain, including relevant policies, management practices and systems.

GRI INDICATORS

2-6, 3-3, 203-2, 204-1, 3-3, 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2, 14.9.1, 14.9.4, 14.9.5, 14.17.9, 14.17.10, 14.18.2, 14.18.3, 14.19.1, 14.19.2, 14.19.3, 14.20.2. See our Sustainability Reporting Index and Databook on our website for details on where to locate GRI indicators in our report.

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

Pictured: Red Dog Operations, U.S.

OUR 2025 VALUE CHAIN MANAGEMENT PERFORMANCE

Supplier Expectations and Qualifications

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 Teck's Expectations for Suppliers and Contractors.

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 2025, 1,027 suppliers provided information and supporting documentation of alignment with our Expectations for Suppliers and Contractors through a comprehensive questionnaire within Teck's supplier database. 17% 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.

Value Chain Management

Value Chain Risk Management Platforms

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

We deploy a compliance tracking and reporting platform to monitor and track sustainability risks relating to our business partners (suppliers, contractors and customers). Monitoring tracks adverse media reports and denied parties across multiple environmental, governance and social categories. Output from the platform provides insights to facilitate supplier compliance with Teck's performance expectations. Over 4,200 unique business partners have been added to the platform since the start of deployment.

Teck conducts detailed assessments annually, reviewing some of our key business partners (including our mineral suppliers) focusing on human rights, environment and modern slavery. This process enables us to evaluate whether these business partners meet our specific standards and expectations. By conducting these surveys, we can identify any opportunities to mitigate risk while safeguarding the integrity of our supply chain. In 2025, 42 of these detailed reviews were conducted. No material social, environmental or economic impacts were identified, and no business partners were terminated.

Responsible Mineral Sourcing

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

In 2025, Teck Metals Ltd. maintained full compliance with the London Bullion Market Association Responsible Silver Guidance and the Joint Due Diligence Standard for base metals. We continued to strengthen our supply chain due diligence processes, with enhanced risk assessments in high-risk sourcing regions such as Mexico and Bolivia. Through third-party audits and proactive supplier engagement, we are advancing transparency and responsible sourcing across our operations. Read the Refiner Responsible Mineral Sourcing Compliance Report here.

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 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 2025, we purchased goods and services from 3,671 suppliers, with an overall global spend of approximately $4.64 billion, as shown in Figure 15. Critical suppliers represented approximately 39.7% of our total procurement spend in 2025, as shown in Table 35. Our top critical supplier in 2025 was Caterpillar and its dealers; other critical suppliers included AES Andes, Empresa Electrica Cochrane, Suncor, Komatsu and its dealers, Molycop, Besalco Minería and BC Hydro.

Figure 15: 2025 Supply Chain Spend by Business Unit (millions)[1]

Table 35: 2025 Spend on Critical Suppliers[1]

Business Area		Critical (millions)		Total (millions)	% of Total That Are Critical
Copper	$	1,321	$	3,020	28.45%
Zinc	$	469	$	1,066	10.09%
Corporate	$	3	$	477	0.07%
Other[2]	$	49	$	80	1.05%
Total	**$**	**1,842**	**$**	**4,643**	**39.67%**

Notes:
(1) The values are the total amounts paid to suppliers/contractors, which include taxes payable where applicable.
(2) Does not include project spend.

Customer Relationships

In 2025, 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 2025 Annual Report.

We also seek to develop active relationships with our customers, supporting responsible use of our products through engagement via our Materials Stewardship program. 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 2025, Teck's downstream due diligence initiatives included:

- Conducted 28 Tier 1 Counterparty Assessments to evaluate the environmental, social and governance profiles of prospective customers, including screening against Denied Party Lists, using Know Your Counterparty forms, third-party platforms and publicly available data
- Conducted 18 Tier 2 Receiving Site Assessments, which are site-specific reviews of customers that handle Teck products with usage conditions, based on criteria outlined in the Product Review and Master Material List

For more details on engaging downstream customers on sustainability, see the Our Approach to 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 QB, Antamina, NuevaUnión, Zafranal, Galore Creek, Schaft Creek, San Nicolás and NewRange. Details on our ownership interests in joint ventures can be found in our 2025 Annual Information Form.

Teck works with numerous local, national and international organizations and programs, outlined in the Our Approach to Business Conduct section of Teck's Management Approach to Sustainability. Information on our material contracts with value chain partners can be found in our 2025 Annual Information Form.

APPENDIX

GOALS ENDING IN 2025

As noted above, Teck refreshed its sustainability strategy in 2025 and certain of our previous goals were retired as part of this process. To close out reporting on our previous goals, we are reporting performance for goals that had 2025 milestones.

PREVIOUS GOALS	PERFORMANCE IN 2025
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 2025: · $335 million spent with suppliers who self-identified as Indigenous, compared to a three-year average of $308 million · 12% of employees (964) who self-identified as Indigenous[26]
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 $23.6 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes in 2025, for a total of $147.1 million since the beginning of 2020. This included $6.4 million via 149 organizations to support Indigenous Peoples, representing 27% of Teck's total community investment spend in 2025.
Achieve net-zero Scope 2 emissions by the end of 2025.	With our QB renewable PPA coming into force on October 1, 2025, we achieved 100% renewable power at our Chilean sites. At the end of 2025 we retired 8,000 t CO_2e offset credits to offset our remaining fourth-quarter Scope 2 emissions associated with the grid in British Columbia.
By the end of 2025, design all development projects in water-stressed[27] regions with a seawater or low-quality[28] water source.	Operating desalination plant to supply QB Operations in Chile with low-quality water (desalinated seawater). Advancing designs using low-quality water at Zafranal.
By completion of site closure, the impact of our use of avoidance, minimization, rehabilitation, offsets or conservation actions will exceed the terrestrial disturbance caused by our mining activities from a pre-mine baseline.	The quantitative accounting of impacts on biodiversity and outcomes of predicted rehabilitation and potential offsets (referred to as loss-gain accounting) continued in 2025. Work continued 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.[29]

[26] 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.
[27] 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%.
[28] 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.
[29] For information on the design and implementation of offsets, see the Our Approach to Biodiversity section of Teck's Management Approach to Sustainability.

GOALS ENDING IN 2025 (continued)

PREVIOUS GOALS	PERFORMANCE IN 2025
By 2030, the impact of our use of avoidance, minimization, rehabilitation, offsets or conservations actions will exceed the terrestrial disturbance caused by our mining activities from a 2020 baseline.	Since 2020, the land rehabilitated and conserved has exceeded the terrestrial disturbance caused by our operational activities.
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, which was approved in 2025. 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.
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) are verified against the Mining Association of Canada Towards Sustainable Mining Protocols and validated against the ICMM Performance Expectations. Product Passport: After successfully completing a pilot on germanium traceability, Teck focused on conducting a copper traceability pilot in 2025. A trial shipment was completed in August 2025 using a collaborative platform, which was confirmed and updated to include a copper content field.
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.	$37 million invested in training and development in 2025, a total of $251 million since 2020.[30]
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, and launched a neurodiversity-focused inclusion network. Provided $159,000 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.
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 is now in place at all five operational sites: Trail, HVC, RDO, CdA and QB. Several sites have expanded their networks to increase coverage in high-exposure areas and higher-risk activities. Data is used to evaluate exposure education initiatives and identify areas of improvement.

[30] 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.

BOUNDARIES DEFINITIONS

TECK-CONTROLLED BOUNDARIES

Teck-controlled refers to situations where Teck has the ability to exert decision-making authority over an activity or location.

ASSETS	SITES	OPERATIONS
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.	A location under the management control of Teck. For example, these include development projects, sites in active closure, exploration sites, facilities and operations.	A facility whose primary purpose is the ongoing generation of revenue through either extraction of a mineral or energy resource, or by producing metals or chemicals from precursor materials such as ores, concentrates or other bulk raw materials.
Offices	Zafranal	Highland Valley Copper Operations
Legacy sites	Schaft Creek	Red Dog Operations
	Highland Valley Copper Mine Life Extension	Trail Operations
	Quebrada Blanca Future Expansions	Carmen de Andacollo Operations
	Red Dog Mine Life Extension (previously, Anarraaq & Aktigiruq)	Quebrada Blanca Operations

BOUNDARIES DEFINITIONS (continued)

TECK NON-CONTROLLED BOUNDARIES		
ASSETS		
Include all locations, including operations, exploration and development projects, sites in closure, legacy sites, and offices where Teck does not have authority over decision-making.	**SITES** A location including development projects, sites in active closure, exploration sites, facilities and operations where Teck does not have authority over decision-making.	**OPERATIONS** A facility whose primary purpose is the ongoing generation of revenue through either extraction of a mineral or energy resource, or by producing metals or chemicals from precursor materials such as ores, concentrates or other bulk raw materials.
Offices	Galore Creek (50%)	Antamina (22.5%)
Legacy sites	NewRange (50%)	
	NuevaUnión (50%)	
	San Nicolás (50%)	

OTHER REPORTS

The 2025 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.

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.

Contact

If you have any questions about this report, email us at sustainability@teck.com.

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TECK RESOURCES LIMITED'S 2025 SUSTAINABILITY REPORT

To the Directors of Teck Resources Limited

We have conducted a limited assurance engagement on the select reported performance measures included in Schedule 1, including the greenhouse gas emissions performance measures (the subject matter) of Teck Resources Limited (Teck) included in the Teck 2025 Sustainability Report as at December 31, 2025 and for the year then ended. This engagement was conducted by a multidisciplinary team, including assurance practitioners, engineers and environmental scientists.

Responsibilities for the subject matter

Management of Teck is responsible for:

- the preparation of the subject matter in accordance with the criteria (the applicable criteria) applied as explained in Schedule 1;
- 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 independence and other ethical requirements of the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional 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, *Attestation Engagements Other than Audits or Reviews of Historical Financial Information* (CSAE 3000), and, in respect of the 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).

As part of a limited assurance engagement in accordance with CSAE 3000 and CSAE 3410, we exercise professional judgment and maintain professional scepticism 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 material information identified by management has been considered for reporting on 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;
- performed procedures as to whether the Energy Attribute Certificates (EACs) were acquired, applied and retired. We have not, however, performed any procedures regarding the underlying certification of these EACs;
- 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
- reviewed the presentation of the subject matter in the Teck 2025 Sustainability Report and evaluated the consistency with our understanding and the procedures performed.

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TECK RESOURCES LIMITED'S 2025 SUSTAINABILITY REPORT (continued)

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, 2025 and for the year then ended are not prepared, in all material respects, in accordance with the applicable criteria applied as explained in Schedule 1.

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.

PricewaterhouseCoopers LLP

Chartered Professional Accountants
Vancouver, British Columbia
March 12, 2026

SCHEDULE 1

SUBJECT MATTER	CRITERIA USED AS THE BASIS OF REPORTING (THE APPLICABLE CRITERIA)
International Council on Mining and Metals (ICMM) five subject matters as outlined in the ICMM Assurance and Validation Procedure for Sustainability Report Assurance (Updated June 2023):	
Subject matter 1: Teck's assertion on page 3 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 page 9 of the processes in place to identify and prioritise the material sustainability risks and opportunities based on the review of the business and the views and expectations of stakeholders.	GRI 3: Material Topics 2021, 3-1 and 3-2
Subject matter 3: Teck's description of the systems and approaches used to manage each of the identified material sustainability risks and opportunities, together with a brief description of the status of implementation of these systems, included in their management approach documents and in each material topic chapter of the Teck 2025 Sustainability Report.	GRI 3: Material Topics 2021, 3-3
Subject matter 4: Teck's selected reported performance measures for the Teck Metal's operations during the given reporting period for a selection of the identified material sustainability risks and opportunities.	Refer to the data table on page 80
Subject matter 5: Teck's description, referenced on page 3, 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 Assurance and Validation Procedure
Other subject matters: ICMM's requirement to report against the Global Reporting Initiative (GRI) Standards with Teck's GRI Index accurately cross referenced.	ICMM Assurance and Validation Procedure

[1] The process in place to identify the risks and opportunities during the reporting period considered operations for the full year.

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TECK RESOURCES LIMITED'S 2025 SUSTAINABILITY REPORT (continued)

DATA TABLE

#	REPORTED PERFORMANCE MEASURE	2025	REFERENCE	CRITERIA USED AS THE BASIS OF REPORTING (THE APPLICABLE CRITERIA)[2]
1	Number of Fatalities	0	Table 27	GRI 403-9a.i and management's internally developed criteria
2	Lost-Time Injuries	42	Table 27	GRI 403-9a.iii and management's internally developed criteria
3	Lost-Time Injury Frequency (LTIF) (per 200,000 hours)	0.23	Table 27	GRI 403-9a.iii and management's internally developed criteria
4	Total Occupational Disease Rate (per 200,000 hours)	0.07	Table 32	GRI 403-10a.ii and management's internally developed criteria
5	Total High Potential Incident (HPI) Frequency (per 200,000 hours)	0.06	Table 28	GRI 403-9 2.2.4 and management's internally developed criteria
6	Total Emissions – Direct (Scope 1) (kt CO_2e)	919	Table 8	GRI 305-1a and the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol)
7	Total Emissions – Indirect (Scope 2), Market-Based (kt CO_2e)	563	Table 8	GRI 305-2b and the GHG protocol
8	Total Energy Consumption (TJ)	28,340	Figure 5	GRI 302-1e
9	All Operations – Water Withdrawals (ML)	142,896	Table 7	GRI 303-3a
10	Total Area of Land Reclaimed (ha)	1,613	Table 11	GRI 101-2b.ii and management's internally developed criteria
11	Area of Land yet to be Reclaimed (ha)	13,142	Table 11	GRI 101-2b.i and management's internally developed criteria
12	Total Community Investment Spend ($)	$23,633,000	Table 6	GRI 201-1a.ii
13	Total SO_2 Emissions from Stacks, Stationary and Mobile Fossil Fuel Combustion (tonnes)	1,425.5	Table 15	GRI 305-7a.ii
14	Hazardous Waste Directed to Disposal Off-Site (tonnes)	4,882	Table 18	GRI 306-5b
15	Non-Hazardous Waste Directed to Disposal Off-Site (tonnes)	3,754	Table 18	GRI 306-5c
16	Total Global Workforce, Temporary and Permanent, Working at Teck-Controlled Assets	7,854	Figure 13	GRI 405-1b.i
17	Total Number of Women, Temporary and Permanent, Working at Teck-Controlled Assets	2,039	Figure 13	GRI 405-1b.i

[2] See the footnotes of each performance measure table or in the body of the Teck 2025 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; all sustainability objectives, vision, goals, commitments, metrics, and targets, including our focused ambitions related to Relationships with Communities and Indigenous Peoples, Water Stewardship, Biodiversity, Climate Change, Our People and Culture, and Health & Safety; our ability to make meaningful advancements towards our 2030 ambitions; our business strategy to become one of the world's leading providers of responsibly produced energy transition metals; our proposed merger with Anglo American plc, including timing of completion, our ability to meet closing conditions, receive applicable approvals, achieve synergies, and create a global critical minerals leader; our commitment 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; the performance and effectiveness of our governance systems and processes; our ability and readiness to respond to emergencies and the effectiveness of our emergency response plans; our ability to actively monitor our performance, impacts and our compliance obligations; the effectiveness of our risk management framework; our ability to meet regulatory requirements; our expectations with respect to developing a proactive risk culture; our ability to build relationships and reach agreements with Indigenous Peoples, including our ability to achieve and maintain free, prior and informed consent of Indigenous Peoples for our activities; our ability to advance reconciliation objectives; our ability to incorporate Indigenous knowledge into our reclamation and other practices; our ability to effectively engage on sustainability-related matters; the effectiveness of our grievance mechanisms; our ability to respond to feedback; our ability to address actual or perceived impacts of our operations and manage risks; our ability to provide shared value with communities, make a positive impact, and increase local content in our workforce and supply chain; our ability to obtain and maintain required permits; our ability to respond to climate- and nature-related risks and opportunities; our ability to reduce our emissions intensity; our ability to implement additional methods to reduce carbon emissions in our business and our supply chain; our expectations with respect to physical impacts of climate change; our ability to implement responsible mining practices that minimize environmental impacts and enhance social and economic benefits; the effectiveness of our water quality monitoring programs, including in respect of improving water use efficiency; our ability evaluate and manage metal leaching and acid rock drainage; our ability to sustain and restore water resources through our water management practices; the effectiveness of our water management system and monitoring, including risk assessment; the effectiveness of our water governance reviews; our ability to manage impacts and risks related to water; our ability to optimize water use and minimize consumption of fresh water; our ability to develop a source control program for water and mine waste facilities; our ability to develop integrated approaches to avoid, minimize, rehabilitate and offset our impacts on biodiversity and nature; our ability to contribute to the global goal of halting and reversing nature loss by 2030; our ability to develop, implement and monitor of biodiversity management plans for each operation; our ability to address potential impacts on critical habitat for species at risk; our ability to safely manage each tailings facility throughout the mining life cycle, including planning, design, construction, operation and closure; our ability to effectively evaluate and integrate new technologies and innovation into our tailings and other sustainability-related management practices; our ability to maintain an integrated approach to closure throughout the mining life cycle; our ability to meet our closure principles, including satisfying legal obligations, meeting safety requirements, implementing measures to establish physical, chemical and ecological stability, promoting socio-economic transition, executing cost-effectively, and contributing to risk mitigation and reduction in complexity; our ability to progressively rehabilitate our sites; our ability to impose minimum closure requirements on buyers of our assets; our ability to create and maintain waste inventories and manage waste at our sites; the sufficiency of our financial assurance capacity for closure and rehabilitation; our ability to monitor and maintain legacy properties and manage residual risks; our ability to prevent dust emissions; our ability to improve efficiencies and recoveries through mining and at our processing facilities and refinery complex and to minimize waste generation and associated costs; the ability of Trail operations to play a key role in the recovery, recycling and reuse of metal; our ability to create an inclusive and respectful workplace and be an employer of choice; our ability to prevent gender based violence and harassment; the effectiveness of our employee training programs; our ability to attract and retain employees; the effectiveness of our health and safety programs, training, monitoring and our ability to implement investigation outcomes; our ability to identify and assess human rights risks and impacts; our ability to implement and monitor the effectiveness of appropriate policies at our joint venture and non-operated sites; our ability to manage human rights risks in our supply chain; the effectiveness of our policies, standards and procedures for business conduct and other matters, including the effectiveness of implementation and related training; our exposure to and management of cyber and digital risks; our ability to achieve all of our sustainability goals and targets, including, but not limited to, our having zero significant health and safety, social or environmental incidents per year, our targets for procurement and employment for Indigenous Peoples and local communities, our goal to reduce our emissions, including reducing the carbon intensity of our operations by 33% by 2030 and achieving net-zero Scope 2 emissions by end of 2025, our goal that by completion of site closure, the impacts from our use of avoidance, minimization, rehabilitation, offsets or conservation actions will exceed the terrestrial disturbance caused by our mining and smelting activities from a pre-mine baseline, our goal that by 2030, the impact of our use of avoidance, minimization, rehabilitation, offsets or conservation actions will exceed the terrestrial disturbance caused by our mining activities from a 2020 baseline; our goal of eliminating fatalities, serious injuries and occupational disease; our goal to increase the percentage of women working at Teck to 30% by 2030; our expectations as to how and when we will meet are sustainability-related goals; 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; our commitment to work with our customers and transportation providers to reduce downstream emissions; our ability to transition to seawater or low-quality water for our operations; 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; 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; our expectations with respect to conducting human rights risk assessments and the outcomes thereof; expectations related to advancing equity, inclusion and diversity initiatives; community investment initiatives; our goal to responsibly close our mines; expectations for lowering supply-chain emissions through partnerships.

CAUTIONARY NOTE ON FORWARD-LOOKING STATEMENTS (continued)

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: our governance systems and processes; our ability and readiness to respond to emergencies and the effectiveness of our emergency response plans; our ability to actively monitor our performance, impacts and our compliance obligations; our ability to meet regulatory requirements; the effectiveness of our risk management framework; our expectations with respect to developing a proactive risk culture; our ability to effectively engage on sustainability-related matters; the effectiveness of our grievance mechanisms; our ability to respond to feedback; our ability to make a positive impact in local communities and increase local content in our workforce and supply chain; our ability to obtain and maintain required permits; our ability to respond to climate- and nature-related risks and opportunities; the development, performance and effectiveness technology and resources 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 sustainability and corporate 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: our governance systems and processes; our ability and readiness to respond to emergencies and the effectiveness of our emergency response plans; our ability to actively monitor our performance, impacts and our compliance obligations; our ability to meet regulatory requirements; risks associated with the consequences of climate change; risks associated with permitting and development of our properties; operational problems; regulatory action; environmental compliance challenges or litigation; 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 most recent 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. 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.

IMPORTANT NOTICE REGARDING THIS DOCUMENT

This report includes content relating to Teck's sustainability-related objectives, vision, goals, commitments, metrics, targets, policies, management practices and activities and other statements about the potential 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 applicable. 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.

Teck's sustainability-related commitments, ambitions, objectives, goals, metrics, targets and other information relevant to such items, are or may be based on assumptions, estimates and judgements. Any commitments, ambitions, objectives, goals, metrics, or targets discussed in this document are aspirational. Our sustainability-related commitments, ambitions, objectives, goals, metrics, and targets, as well as the progress against such items, have been, and in the future may need to be, restated, changed or recalibrated as available data improve and as climate science, transition pathways and market practices regarding standards, methodologies, metrics and measurements evolve. The achievement of certain of items discussed in this report will depend on collective efforts and actions involving a range of stakeholders outside of our control, and there can be no assurance that they will be achieved.

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 or frameworks. Unless otherwise specified, these terms have the meanings given to them in this report and the use of any such terms should not be interpreted to adopt any similar statutory, regulatory or other definitions in any jurisdiction.

This report reflects Teck's sustainability-related strategies, approaches, policies, procedures, criteria, commitments, ambitions, objectives, goals, metrics, and targets as of the date of this document, which are subject to change at any time in Teck's sole discretion without notice. We have no obligation to update the information or data in this document.

Teck produces this 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-related strategies, approaches, policies, procedures, criteria, commitments, ambitions, objectives, goals, metrics, and targets. This report is not intended to serve as a marketing or promotional document for general public use.

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