



ACTIVITY REPORT 2022





MISSION

Promote, support and proactively develop a responsible, committed and innovative mining industry in Québec.

VISION

The Québec Mining Association is a leader and an indisputable reference for a responsible, innovative and competitive mining industry in Québec, within a sustainable development perspective.

VALUES

Membership in the QMA entails compliance with the values of:

- Respect;
- Transparency;
- Responsibility;
- Teamwork.

2022 – THE YEAR IN REVIEW



- Publication of Economic Benefits Generated by Québec's Mining Industry in 2020 (study published in 2022)
- 21 press releases published
- 19 interviews in the media
- Nearly 27 million views, impressions and plays from mass-market communications activities
- 1 brief filed and 21 comment letters to the governments of Québec and Canada
- 104 publications on social media
- Membership of almost 54 boards, committees or working groups at partner organizations

MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS



constructive examination of the issues - and this is the attitude that prevails among the members of the board of directors I chair.

In a similar spirit of cooperation, the board has begun to review the QMA's governance structure in 2022 to make it more participatory and to make the board's approach more agile and strategic. We have also begun to discuss the QMA's upcoming strategic plan for 2024-2026. The year 2023 will involve some major work by the board members as they think about the key aims that will shape our new strategic plan and the changes to be made to the QMA's by-laws.

As the chair, I feel able to comment on the stability and maturity of the QMA's board of directors. The key issues we face are examined during open and frank discussions. I would also like to take this opportunity to thank all members of the board for their active involvement and the cooperative spirit they bring to all our meetings. I also thank the industry employees who sit on the various committees - their contributions and experience help the QMA advance.

Last, my heartfelt thanks go to our president and chief executive officer, Josée Méthot, and to all members of the permanent staff for their commitment to the mining industry. The team constitutes an asset for our members, and I am glad to be able to rely on its work in support of the industry. This report reviews all the work accomplished in 2022.



VANESSA LAPLANTE, CA, CPA
Chair of the board of directors

This is already the second year I have completed as chair of the QMA's board of directors. Once again, I can only say how impressed I am by the dynamic, creative and resilient nature of our members. Resilience is the key word here since, to be frank, in 2022 the industry had a difficult year in the media. However, Québec's mining companies have remained on course and continued to focus on improving their methods and operating at the highest possible standards.

Some events over the past year have reminded us that the reputation of the mining industry is fragile, and that negative perceptions are never far from the surface. Together, we must remain vigilant and increase our efforts to protect our image as we strive to apply the best environmental and social practices and focus on innovation.

We must continue to listen to the general public as we educate, inform and raise awareness, to ensure that the public is as proud of the mining industry as we ourselves are. People must know that mines in Québec are operated by talented teams and that they help support Québec's role as a leading player in the global green shift.

I am still impressed by the mining industry's ability to adapt, as well as its willingness to learn and explore new approaches as it prepares to meet the challenges of the 21st century. All of this is made possible through cooperation between QMA members and the QMA itself. Cooperation comes about through listening, discussion and mutual respect, allowing an open and

MESSAGE FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER



of understanding about the legislative and regulatory framework and about the best environmental and social practices applied in today's mining industry. These issues will require our full attention in 2023, and highlight the importance of communicating clearly with the communities concerned from the moment work begins.

On a more positive note, the QMA released its latest study of the economic benefits generated by the mining industry in Québec, covering the year 2020. The study confirmed, once again, that the mining industry makes a major contribution to Québec's economy in terms of the number of jobs created and maintained, the contribution to Québec's gross domestic product (GDP), the contribution to state coffers, and also the distribution of benefits across Québec's various regions.

The QMA ended 2022 by expressing its enthusiasm about the Canadian Critical Minerals Strategy, which sets out objectives that complement those of the Québec strategy and will clearly help Québec and Canada define a leading role on the worldwide stage as critical mineral producers.

The QMA has completed another event-filled year, and has above all consolidated its permanent team, which I am proud to direct and which can also rely on the support of a committed board of directors.

I hope that this report will demonstrate the extent of the work accomplished by the small but dynamic QMA team.

Enjoy reading the report!



JOSÉE MÉTHOT, Eng., M.B.A., C.Dir.
President and CEO

If I had to sum up 2022 in a single word, I would say "adaptation". Shaken by the departure of two key players at the end of 2021, the QMA quickly began to rebuild the team in 2022 and was lucky enough to fill the vacant positions quickly. Thanks to some hard work, the new colleagues were quickly integrated into the team, and I am able to state today that the QMA can rely on a strong, supportive team.

In February we launched a new advertising campaign, "*Des réflexions en profondeur*". This unique and daring approach offered people an opportunity to reflect on the world around us and its challenges. The results were positive, and in the fall we began to shoot a new series featuring new public figures for 2023.

Things began to return to normal in 2022 as activities and events, including Mining Day on Parliament Hill, resumed. We took advantage of the pre-election period to ask each political party to set out its vision for the mining industry, and also to explain the industry's own positions and concerns so that they could be taken into account in each party's election platform.

In the fall, the Québec electorate returned the government to power. The QMA welcomed the new Minister of Natural Resources and Forests Mrs. Maïté Blanchette Vézina, and quickly brought her up to speed on the mining industry and the QMA's mandate. The focus on critical and strategic minerals, especially in southern Québec, led to some concerns among the general public. Several of the issues raised by stakeholders demonstrated a lack



Canadian Malartic Partnership, Canadian Malartic Mine

The year 2022 has seen upheaval on a planetary scale, with the war in Ukraine and worldwide inflation. Québec has not escaped the effects, with market volatility creating unprecedented fluctuations in the prices for raw materials, including metals and minerals.

Despite these social and economic changes, Québec's mining industry has been able to take advantage of the situation, in particular because of the attractiveness of its subsoil resources and minerals and the focus of both levels of government on the development of critical and strategic minerals (CSMs).

Environmental issues also drove many of the QMA's actions and representations. Each time, taking advantage of the tribune it was offered, the QMA highlighted its members' sound practices in the environmental and social field and their commitment to innovation, which has helped them raise the bar in the areas of energy efficiency, biodiversity protection and greenhouse gas reductions.

PROGRESS WITH THE 2020-2023 STRATEGIC PLAN

The QMA has continued to work on implementing actions under its 2020-2023 strategic plan. It completed 82% of these actions in 2022, addressing the four strategic aims of the plan:

- to make Québec proud of its mining industry
- to ensure that the Quebec mining industry is attractive and viable into the future
- to improve the effectiveness of the QMA's actions and help improve the legislative, regulatory and fiscal framework
- to optimize cohesion and coherency among QMA members.

The highlights and key events of the past year for each of the QMA's divisions are outlined in the next few pages.



Canadian Malartic Partnership, Canadian Malartic Mine



ADVISORY SERVICE ON HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT

Katie Deneault, CRHA, PCC

The challenges of hiring and retaining workers in the mining sector were once again a prominent issue in 2022. The QMA team has worked actively to inform and equip its members help them overcome the everyday obstacles to attracting and retaining qualified workers, who have become increasingly scarce on the labour market.

- The QMA assisted its partners in deploying a range of measures to attract and to interest the younger generation in the mining industry.
 - Participation in the advisory committee for the Guide to careers in the mining industry published by CSMO Mines;
 - Participation in the advisory committee on the diversity and inclusion protocol under the Towards Sustainable Mining (TSM) initiative.
- The QMA also shared with its members the findings from a recent study of perceptions of the mining industry among the younger generation ("*Regards sur l'industrie minière à travers la perception de la nouvelle génération*"), to ensure that companies have a clearer understanding of what young people are interested in today and are able to present the advantages of a career in mining based on aspects that are relevant to their lifestyle.
- The QMA has continued its work to broaden the pool of workers for the industry, among others, by offering its members training sessions on the best ways to integrate Indigenous workers.

The QMA innovated in 2022 by setting up five co-development cohorts for HR professionals from the mining industry, based on peer learning, to discuss best practices. This allows the participants to provide each other with mutual assistance and discuss ways to improve their approach, develop their skills and fine-tune their decisions. Given the success of the initiative, other cohorts will be set up for the coming year.



PREVENTION AND OCCUPATIONAL HEALTH AND SAFETY

Martin Gagnon

Québec already has an enviable reputation worldwide for occupational health and safety in the mining sector. This can be traced back to the collaborative efforts that have been made over the years and, above all, to the ongoing work of the QMA's members. We can be proud of what we have achieved.

- According to calculations based on the OSHA standard, the accident severity rate has improved significantly. The incident rate has also decreased constantly over the last 10 years, from almost 8 in 2012 to just over 2 in 2021.
- According to the 2021 statistics released by the CNESST, the mining industry has the 7th lowest accident rate among 21 sectors of economic activity.
- 2022 also saw the return of the Annual Mine Rescue Competition. After a 2-year gap caused by the pandemic, a large number of participants were present for the event.
- The work card, which is a key mechanism for checking the work site before an employee begins to perform tasks, has been completely revised. The new work card includes the best practices used in recent years at various mining facilities.

Over the coming year, the QMA's Prevention and occupational health and safety Division will begin to standardize the guide to skills assessment and development for supervisors' positions ("*Guide d'évaluation des compétences et de développement pour le poste de superviseur*"). The QMA, working with APSM and CSMO Mines, has set up a taskforce to review training for supervisors in the mining sector. Once the guide has been completed, the committee will help members apply it. This cooperative effort by the three organizations is a new departure, and the QMA believes that the outcome will be beneficial for all its members.



STRATEGIC COMMUNICATIONS AND PUBLIC AFFAIRS

Martin Bureau

The year 2022 was one of transition and adaptation for the QMA's communications team. There was no shortage of current events to keep the team busy on issues that affected the mining industry's image.

The key event of the last year is probably the brand-new "Réflexions en profondeur" advertising campaign. It was disseminated in the mass media and designed to encourage people to think about the role of the mining industry in today's society, while helping to change perceptions about the industry. The first campaign led to results that were more than satisfactory, with almost 27 million impressions across all media. For this reason, the QMA will repeat the experience in 2023 with other public figures and industry workers.

The collaboration with the TV show "Génial" on Télé-Québec continued, focusing on subjects including LTE technology and mine site rehabilitation. A new game was introduced in 2022, "Combien", with questions about the wind generators at Raglan mine, a Glencore company.

Many other communications activities took place during the year:

- Distribution of over 5,200 children's books
- Development of a new QMA website (which will come on line in the first quarter of 2023)



Agnico Eagle Mine Ltd., LaRonde Mining Complex

- Production of five articles:
 - CSMO: *Formation modulaire du travailleur minier (FMTM) - Une formation SST pour tous les travailleurs du secteur* ("Modular training for mine workers: WHS training for all workers in the sector")
 - Belmine: *Trophées F.J. O'Connell: Une nouvelle vision pour de meilleures pratiques* ("Belmine: F.J. O'Connell trophies: a new vision for best practices")
 - Resources Mines & Industry:
 - The circular economy - When waste management is synonymous with mine site rehabilitation
 - How mine sites can benefit pollinating insects
 - Quebec Mining Review: *Plein feu sur les innovations environnementales de l'industrie minière québécoise* ("Spotlight on environmental innovations in Québec's mining industry")
- Publication of 21 press releases to react to current news topics or inform the general public of mining industry achievements:
 - New campaign: The mining industry proposes some in-depth thinking about the future
 - Mining tax paid: \$632 million in Mining tax paid in 2020 – the mining industry makes a major contribution during the pandemic
 - Launch of Québec Mining Week 2022: Launching of activities to showcase the mining industry
 - 2022 federal government budget: \$3.8 billion to implement the Canadian Critical Minerals Strategy
 - Mercuriades award ceremony and Gala at the Canadian Institute of Mining, Metallurgy and Petroleum: The mining industry honoured
 - New Board of Directors of the QMA
 - Québec Mining Association awards ceremony: Several companies honoured at the QMA awards ceremony
 - Update on depollution attestations: Rectification by the QMA of media comments about depollution attestations
 - Another step towards cleaner air in Rouyn-Noranda: the QMA supports the new plan of action at the Horne Smelter
 - QMA workplace health and safety seminar: workplace health and safety, a core value for the mining industry



- Workplace health and safety awards *Abitibi-Témiscamingue* and *Nord-du-Québec*: the QMA honours 111 mineworkers in the *Abitibi-Témiscamingue* and *Nord-du-Québec* regions
- Workplace health and safety awards *Côte-Nord*: the QMA honours 46 mineworkers in the *Côte-Nord* region
- Workplace health and safety awards *Saguenay-Lac-St-Jean*: the QMA honours a Niobec employee
- Appointments to Cabinet by François Legault: the Québec Mining Association welcomes the appointment of Maïté Blanchette Vézina as Minister of Natural Resources and Forests
- Mining industry – Innovating to support decarbonization: A partnership leads to a significant reduction in GHG emissions at *Sorel-Tracy*.
- QMA economic study covering 2020: generating significant economic benefits for the whole of Québec
- QMA economic study covering 2020: economic benefits generated by mining in Québec: the *Abitibi-Témiscamingue* region remains a key mining region
- QMA economic study covering 2020: The mining industry generates significant economic benefits for the *Côte-Nord* region
- QMA economic study covering 2020: The mining industry generates significant economic benefits for the *Nord-du-Québec* region
- Unveiling of the Canadian Critical Minerals Strategy: a Canadian strategy of significance for mineral development in Québec
- **Review of the year 2022 in the mining industry:** Québec's mining industry continues to evolve
- The QMA gave 19 interviews to the media covering a range of subjects:
 - Mining industry review of 2021
 - Impacts of the Ukraine war on nickel prices
 - Economic sanctions against Russia and potential impacts on the mining industry in Québec
 - Gold prices and the impact on the mining industry
 - The federal budget on CSMs and connections with the Québec strategy
 - The current situation in the industry facing strong demand for minerals
 - Impact on Québec's mining industry of increased prices for metals
 - The energy transition and an opportunity for Québec to become a world leader
 - The workplace - health and safety seminar
 - Provincial election – expectations in the industry
 - Mining industry review of 2022
 - Closure of the Schefferville mine
 - Report on economic benefits covering the year 2020
 - Abundance of various mineral resources in Québec

To inform its members, the QMA published 47 regular issues of The QMA in action and 4 express issues, issued a daily media scan on the mining industry, published 43 environment bulletins and sent 57 notes and communiqués to its members on tax issues.



ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Micheline Caron, M.Sc.Env., VEA®

The environment and community relations were two topics that took centre stage in 2022 and will remain there in years to come. The mining industry has displayed leadership in its efforts to improve its performance and make a significant and responsible contribution, in both social and environmental terms, to fighting and adapting to climate change. Several relevant actions have been taken over the past year.

- The QMA organized a consultation of stakeholders to better understand their expectations and points of view concerning the contents of the report on sustainable development in the mining industry. Fourteen people took part in the consultation workshop, coming from the university, industry, government and municipal sectors, along with environmental groups and Indigenous and non-Indigenous citizens.
- The workshops and training sessions made available to members in the past year included a workshop on Impact and Benefit Agreements (IBAs), which led to respectful and constructive discussions between QMA members and representatives from Indigenous communities.
- A highlight of 2022 was the visit organized by the QMA to three mining companies in the Abitibi-Témiscamingue region with 18 employees from various divisions at the Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs (MELCCFP). They greatly appreciated the visit, which gave them an opportunity to understand more about the realities faced by mining companies on the ground and the efforts made to improve their environmental footprint.

The coming year will bring a new series of challenges. The QMA has set itself the objective of creating a committee specifically for the TSM initiative and management systems, bringing together members from each mine site. The aim of the committee will be to help the QMA consolidate its monitoring and training program to provide members with more effective support for TSM deployment and, also, to better communicate information and relevant updates on the TSM initiative.



ADMINISTRATION AND FINANCE

Tania Sibler

In 2022, Tania Sibler joined the team as the QMA's director of administration and finance. Her first year brought her up to speed on all the key systems, and she was also involved in QMA in-house projects.

One of the QMA's biggest actions in 2022 was the introduction of a new database and a new management and monitoring tool for membership and for the QMA's activities and events (CRM). This required months of work from the team to ensure a smooth transition.

With respect to tax, a comparative study of the tax regime (corporate income tax and mining tax) in Ontario and Québec was conducted on behalf of the QMA by Deloitte, for a fictional gold mine in each province. The results of the study were presented to the members of the taxation committee in December 2022.



Raglan Mine, a Glencore company

MINING DAY ON PARLIAMENT HILL



In May 2022, the QMA organized Mining Day on Parliament Hill, which gave members of the board of directors and the QMA an opportunity to inform MNAs about industry issues such as:

- The project authorization and permitting process
- Relations with Indigenous communities in areas not under agreement
- The shortage of workers and housing

The meetings led to constructive dialogue with:

- Jonatan Julien, Minister of Energy and Natural Resources
- Pierre Fitzgibbon, Minister of Economy and Innovation and MarieChantal Chassé, parliamentary assistant to the Minister;
- Emmanuelle Géhin, associate chief of staff to the Minister of the Environment and the Fight Against Climate Change;
- Andres Fontecilla, Québec solidaire critic for immigration, diversity and inclusion and Renaud Gignac, energy and natural resources researcher;
- Gregory Kelley, critic for Indigenous affairs and Guy Bourgeois, political advisor to the Chief of the Québec Liberal Party, Dominique Anglade.



MEETINGS WITH MEMBERS

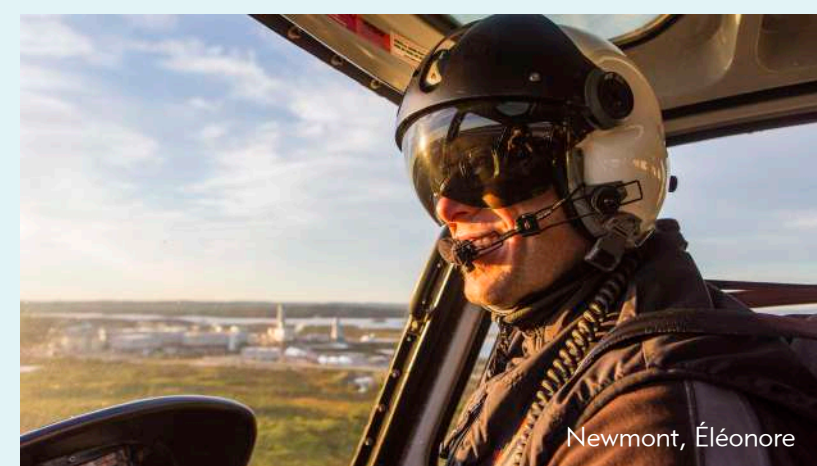
After two years of restricted travel during the COVID-19 pandemic, most of the public health measures had been lifted by the Summer of 2022, and the QMA team seized every opportunity to go out to meet its members.

- Workplace health and safety seminar in Rouyn-Noranda
 - 292 participants
 - 5 conferences on a range of topics:
 - Drug addiction in the workplace
 - Digital tools to make supervisory meetings more effective
 - Improving communications between work colleagues *"Parlons peu, mais parlons bien"*
 - Coaching secrets
 - Risk control in a hostile environment
 - 15 exhibitors
- Mine Rescue Competition (organized with no spectators and no final banquet because of COVID-19)
 - QMA annual convention
 - 163 participants
 - 8 conferences on a range of topics:
 - Critical and strategic minerals
 - Energy and mining
 - High-grade iron concentrate from Lac Bloom to decarbonize the steel industry
 - Inspiring team players
 - Economic benefits generated by the mining industry
 - Diversity and inclusiveness
 - Annual meeting of mine nurses
 - 21 participants
 - 4 training sessions on a range of topics:
 - EPICC-trauma
 - Taping 3.0
 - Workplace stress
 - Mental distress in the workplace



VISITS TO MEMBERS' FACILITIES

- Tour of Windsor Salt's Seleine Mines during the APSM board of directors meeting
- Tour of Agnico Eagle's LaRonde Mine Complex during a meeting of the CNESST subcommittee on explosives
- Tour of Machines Roger International inc. during a meeting of the health and accident prevention committee
- Tour of Hecla Québec's Casa Berardi Mine to support the implementation of the TSM initiative
- Visit and video shoot at Stornoway Diamonds Corporation's Renard Mine
- Tour of the facilities and support for the environment and sustainable development at Niobec Mine, a Magris company
- Tour of Canadian Malartic Partnership's Canadian Malartic Mine, Eldorado Gold Québec's Lamaque Mine and Agnico Eagle's Goldex Mine with a group of 18 MELCCFP employees
- Tour of COREM, a QMA team outing



AN ASSOCIATION REPRESENTING ITS MEMBERS

THE ROLE OF AN ASSOCIATION IS TO DEFEND ITS MEMBERS' INTERESTS AND VOICE THEIR CONCERNS. TO PLAY THIS ROLE EFFECTIVELY IN 2022, THE QMA INTERVENED IN SEVERAL ARENAS.

Impact Assessment Agency of Canada:

- Comments filed concerning the Draft technical guide related to the strategic assessment of climate change;
- Comments filed on the Draft Environmental Impact Statement Guidelines in connection with the impact study for the Galaxy Lithium project.

Autorité des marchés financiers:

- Comments filed - consultation document of the Canadian Securities Administrators concerning Regulation 43-101 respecting Standards of Disclosure for Mineral Projects.

Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs (MELCCFP):

- Comments filed - *Directive 019* and guide to mine sites (stability and seismicity);
- Comments filed concerning the draft guide on water abstraction declarations;
- Comments filed on the analysis of the draft regulation to amend the Clean Air Regulation – nickel standards;
- Comments filed on the method used to assess financial guarantees for the rehabilitation of contaminated land;
- Comments filed on the guide to identify and delimit wetlands in southern Québec;
- Comments filed on the forms used for applications for ministerial authorization – online service;
- Comments filed on the guidelines and technical references for authorizations to operate industrial establishments – mining establishments, draft version;



Rio Tinto Fer et Titane - HSP

- Comments filed on the consultation document used for the work of the *Commission indépendante sur les caribous forestiers et montagnards*;
- Comments filed concerning various regulations in the draft regulatory omnibus, mainly concerning the environmental authorization regime:
 - Regulation to amend the Regulation respecting the reclamation of residual materials;
 - Regulation to amend the Regulation respecting the regulatory scheme applying to activities on the basis of their environmental impact;
 - Regulation to amend the Regulation respecting activities in wetlands, bodies of water and sensitive areas.

- Comments filed – draft Regulation to amend the Regulation respecting a cap-and-trade system for greenhouse gas emission allowances;
- Comments filed – regulatory framework to reduce discharges from major industry;
- Comments filed – prior consultation on the Regulation respecting hazardous materials;
- Comments filed – Regulation respecting hazardous materials;

- Comments filed during the public consultation on the proposal to renew ministerial authorization for Glencore's Horne Smelter;
- Comments filed on the working version of Book 1 of the *Guide d'échantillonnage à des fins d'analyses environnementales*.

Ministère des Finances:

- Requests presented and filed for the 2022 pre-budget consultations.

Natural Resources Canada:

- Brief – Comments and answers filed for the draft Canadian Critical Minerals Strategy.



Agnico Eagle Mines Ltd., Goldex Mine

ESSENTIAL COLLABORATION

The QMA has set up various committees to address industry-wide issues, with input from professionals working on the ground in the mining sector. These committees and taskforces offer the best possible response to expectations in the industry and a way to move issues forward.

The QMA thanks the members of each committee and taskforce for their ongoing commitment.

Catamine Committee

Chair: **Nancy Létourneau**,
LaRonde Mining Complex, Agnico Eagle Mines

Communications Committee

Ground Control Committee

Chair: **Véronique Giroux**,
Niobec, Magris Resources company

Maintenance Committee

Chair: **Martin Pichette**,
Eldorado Gold Québec

Environment Committee

Chair: **Martin Duclos**,
Wasamac Project, Yamana Gold inc.

- Technical subcommittee - *Directive 019* and depollution attestations

Taxation Committee

Chair: **Vanessa Laplante**,
Canadian Malartic

Industrial hygiene Committee

Chair: **Richard Sévigny**,
Raglan Mine, a Glencore company

Mine Nurses Committee

Communities relations Committee

Chair: **Jacynthe Lafond**,
Newmont –Éléonore

Human resources Committee

Chair: **Evelyn Gauthier**,
Seleine Mines, Windsor Salt Ltd.

Health and accident prevention Committee

Chair: **Stéphane Tremblay**,
Machines Roger International

Mining company leaders' group Committee

To examine certain subjects in more depth, some QMA committees have given mandates to special committees or temporary taskforces. Based on the needs expressed and the progress of work, the following special committees and taskforces will be renewed in 2023:

- Special meeting of the human resources and communities relations committees
- Monitoring committee for modular mine worker training (*FMTM*)
- Strategic communications committee
- Strategic human resources committee
- Taskforce on the instructor-rescuer taskforce
- Taskforce for the revision of the mine rescue competition form
- Taskforce on the updating of the work card
- Taskforce on the guide to skills assessment and development for supervisors' positions
- Taskforce on electric vehicles
- Codevelopment groups for HR professionals

It is important for the QMA to offer training sessions, talks and webinars to help its members remain up-to-date on technological, strategic or other innovations in the mining field. The following activities were provided for members by each QMA division in 2022:

SUSTAINABLE DEVELOPMENT

- Training session on the Tailings Management Protocol
- Training session on science popularization 101
- Training session on GHG inventories – Field 3
- Webinar on the cap-and-trade system for greenhouse gas emission allowances (draft regulation and regulation as passed)

COMMUNITIES RELATIONS

- Workshop on Impact and Benefit Agreements with Université Laval: 6 representatives from mining companies and 5 from Indigenous communities
- Training session on learning for the First Nations and Inuit: understanding better to cooperate better

WORKPLACE HEALTH AND SAFETY

- Training session on leadership by Groupe Perrier
- Training session on the supervisory formula and work card (*FSCT*)
- Training session on management diagnoses by Groupe Perrier

GROUND CONTROL

- Training session on the use of backfill in ground control
- Training session for technical auditors

HUMAN RESOURCES

- Talk on learning from the pandemic to build a more human, more prosperous work environment
- Training session on the cultural skills and social and professional integration the First Nations and Inuit - É. Deschênes
- Online seminar by the MiHR: Launching a dialogue – fighting sexual harassment in the Canadian mining industry
- Webinar by the Langlois law firm: masterclass and talk on post-pandemic legal realities
- Webinar by the Langlois law firm: *the Act to modernize legislative provisions as regards the protection of personal information* – the implications of chapter 25 for your company
- Webinar on the reality of mining jobs for women

The QMA also organized two webinars for its members:

- Presentation of the study of the economic benefits generated by Québec's mining industry in 2020, following its publication in 2022;
- Virtual meeting with Maité Blanchette-Vézina, Minister of Natural Resources and Forests.



Raglan Mine, a Glencore company

A COMMITTED TEAM

The QMA team has continued to work with other partner organizations.

MINING ASSOCIATION OF CANADA (MAC)

- Non-voting member of the Board of directors
- Member of the Environment and Science Committee
- Member of the Indigenous Relations Committee
- Member of the biodiversity task force
- Member of the taskforce on amendments to the Canadian Environmental Protection Act
- Member of the taskforce on mine tailings reclamation
- Member of the taskforce on the United Nations Declaration on the Rights of Indigenous Peoples (DNUDPA)
- Towards Sustainable Mining initiative
 - Member of the committee to set up the Equity, Diversity and Inclusion protocol
 - Member of the Community of Interests Advisory Panel (GCCl)
 - Member of the executive team
 - Member of the Governance Team
 - Member of the TSM Initiative Leaders Committee: audit and verification

ASSOCIATION PARITAIRE POUR LA SANTÉ ET LA SÉCURITÉ DU TRAVAIL DU SECTEUR MINIER (APSM)

- Member of the Board of directors
- Member of the arm-hand vibrations subcommittee of the Board of directors

ASSOCIATION QUÉBÉCOISE D'ÉVALUATION DES IMPACTS

- Member of the working committee for the project to better communicate environmental assessments

ASSOCIATION QUÉBÉCOISE DE VÉRIFICATION ENVIRONNEMENTALE (AQVE)

- Member of the Board of directors
- Member of the accreditation committee

COMITÉ SECTORIEL DE MAIN-D'ŒUVRE DE L'INDUSTRIE DES MINES (CSMO MINES)

- Member of the Board of directors
- Member of the executive committee
- Member of the committee to redesign the *Mines et vie* activity
- Member of the advisory committee for the 2022 edition of the guide to careers and professions in the mining industry

COMMISSION DES NORMES, DE L'ÉQUITÉ, DE LA SANTÉ ET DE LA SÉCURITÉ DU TRAVAIL (CNESST)

- Member of the Board of directors
- Member of the informational resources committee
- Member of the advisory committee on the Regulation respecting occupational health and safety in mines (3.57)
 - Member of the remote operation subcommittee
 - Member of the explosives subcommittee
 - Member of the hoist subcommittee
 - Member of open-pit mines and quarries subcommittee
 - Member of underground mines subcommittee
- Member of advisory committee to monitor the action plan for underground mines (3.57.1)



Newmont, Éléonore

MINING INDUSTRY HUMAN RESOURCES COUNCIL (MIHR)

- Member of the steering committee for the project to reduce sexual harassment in the Canadian mining sector

CONSEIL DU PATRONAT DU QUÉBEC (CPQ)

- Member of the advisory committee on workplace health and safety
- Member of the prevention committee on workplace health and safety

QUEBEC BUSINESS COUNCIL ON THE ENVIRONMENT (CPEQ)

- Member of the Board of directors
- Member of the executive committee
- Member of the legal affairs committee
- Member of the industrial associations committee

COREM

- Non-voting member of the board of directors

CANADIAN MINERAL INDUSTRY FEDERATION (CMIF)

- Federation's Member

MISA

- Member of the Board of directors
- Member of the environment network

INSTITUT NATIONAL DES MINES DU QUÉBEC (INMQ)

- Member of the Board of directors
- Chair of the strategic committee
- Member of the governance and ethics committee

INSTITUT DE RECHERCHE ROBERT-SAUVÉ EN SANTÉ ET EN SÉCURITÉ DU TRAVAIL (IRSST)

- Member of the Board of directors
 - Member of the information resources committee

MINISTÈRE DES RESSOURCES NATURELLES ET DES FORÊTS (MRNF)

- Member of the advisory committee on mines
- Member of the subcommittee on the streamlining of mining royalties
- Member of the subcommittee on Mines-environment
- Member of the subcommittee on high-impact exploration work

ORDRE DES CONSEILLERS EN RESSOURCES HUMAINES AGRÉÉS (ORHA)

- Regional committee for the *Capitale-Nationale* and *Chaudière-Appalaches* regions

POLYTECHNIQUE MONTRÉAL

- Member of the advisory committee on the mining engineering program

SOCIÉTÉ DU PLAN NORD

- Member of the Assembly of Partners

UNIVERSITÉ DE SHERBROOKE

- Member of the FORCE committee of the Chair for Women in Science and Engineering Québec



Agnico Eagle Mines Ltd., Goldex Mine



THE QMA ON THE GROUND

June 2022 was the month in which in-person events resumed for the industry as a whole, and the QMA team took part in several activities organized by partner organizations.

SPEAKING OUT:

- Speaking at a virtual presentation of the economic outlook for 2022, trends, and exemplary governance practices by the *Association paritaire pour la santé et la sécurité du travail du secteur minier (APSM)*
- Speaking at the Conference on the state of the iron mining in Québec
- Appearance in front of the Standing committee on industry and technology to examine the federal government's critical minerals strategy
- Speaking and presentation of Québec's mining industry in front of the the United States Consulate
- Speaking as part of the Québec Mining Week 2022
- Women in Mining – participation in a podcast episode during Québec Mining Week
- Speaking at the 58th annual Mine Rescue Competition
- Participation at the Committee hearing examining critical minerals in Ottawa: *Quebec Critical and Strategic Minerals Sector Overview and Opportunities - Mining Projects: Outlook & Opportunities*
- Participation at the launching of the intervention model for the social and vocational integration of Indigenous workers drawn up by Dr. Émilie Deschênes, professor at UQAT, with input from the QMA
- Panelist on the Women in Mining Québec panel: recruitment, from new workers to immigration, solutions for the mining industry
- Speaking at the *Québec Mines + Énergie* convention organized by the MERN
 - Presentation of a scholarship as part of the mining challenge
 - Co-chairing of a session on the mining industry in Québec – challenges, solutions and prospects, presentation of the economic benefits generated by Québec's mining industry
 - Panelist on the France-Québec Mine panel: the mining industry in Québec and its ESG approach

ATTENDANCE AT:

- Attendance at Americana 2022
- Attendance at the meetings of the Assembly of Partners organized by the *Société du Plan Nord*
- Attendance at the Seminar organized by the *Association paritaire pour la santé et la sécurité du travail du secteur minier (APSM)*
- Attendance at the Symposium organized by the *Institut national des mines du Québec (INMQ)* in the *Abitibi-Témiscamingue* region
- Attendance at the meetings organized by the *Conseil patronal de l'environnement du Québec (CPEQ)*
 - Meeting of the joint committee of the *Ministère de l'Énergie, des Ressources naturelles et de la Faune (MERN)* and the CPEQ
 - Meeting of the joint committee of the *Ministère de l'Économie, de l'Innovation et de l'Énergie (MÉIE)* and the CPEQ
 - Meeting of the joint committee of the *Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs (MELCCFP)* and the CPEQ
 - Discussion forum of the CPEQ and Environment and Climate Change Canada (ECCC)
 - Town Hall with the Canadian Minister of Environment and Climate Change
- Attendance at webinars organized by the *Conseil du patronat du Québec (CPQ)*
 - Webinar "*Dévoilement du livre vert du CPQ : Accélérer le virage*"
 - Webinar "*Comment faire du développement durable un levier de croissance pour les entreprises*"
 - Webinar "*Impacts des nouvelles mesures de lutte contre la COVID-19 : comment s'y retrouver ?*"
 - Webinar "*La réforme des lois québécoises en matière de protection des renseignements personnels dans le secteur privé*"
 - Webinar on wage forecasts for 2023





- Attendance at activities organized by the MELCCFP
 - Attendance at the meeting of the MELCCFP-QMA joint committee
 - Attendance at the consultation on *Directive 019*
 - Attendance at the consultation on technical guidelines and references for the operation of mines
 - Attendance at the consultation (ongoing): drafting a guide to the best treatment technologies for mine waste water
 - Webinar “*Formulaires de demande d’autorisation ministérielle*”
 - Webinar “*Service en ligne pour les autorisations ministérielles*”
 - Webinar “*La notion de projet*”
 - Webinar “*Gestion des représentants*”
 - Webinar “*Mise en consigne et Mesure d’aide pour la décarbonisation du secteur industriel québécois (MADI)*”

- Attendance at activities organized by *Energy and Mines*
 - Africa Virtual Summit
 - Toronto Summit
- Symposium Mining the Connections organized by Réseau MinErAL
- Training session on northern Québec: issues, spaces and cultures
- Attendance at activities organized by Fasken
 - The transition to electric vehicles and impacts on the mining and automobile sectors in Canada
 - Critical mineral clubs: international alliances and the role of the state in controlling critical minerals
 - Developments in Indigenous law
- Attendance at the Strategy Day on consultation and accommodation for Indigenous communities

- Attendance at the Conference on renewable electricity as a lever for eco-responsible wealth creation organized by the *Institut du Québec*
- Attendance at activities organized by the *Association des biologistes du Québec*
 - Annual convention
 - Webinar “*État de situation du caribou forestier au Québec*”
 - Webinar “*Présentation de la COP15*”
- Attendance at the RSE – Canada – Burkina Faso forum
- Attendance at the Strategic meeting on the battery sector organized by the Chamber of Commerce of Metropolitan Montreal
- Attendance at activities organized by the Mining Association of Canada (MAC)
 - Annual TSM Verifier training and Webinar

- Attendance at activities organized by Mallette
 - Webinar on the updates on provincial and federal financial support programs for the Covid-19 pandemic
- Attendance at activities organized by Fisheries and Oceans Canada (DFO)
 - Prescribed Works and Waters Regulations
 - Position statements: session 1
 - Zones of ecological importance 2
 - Shoreline stabilization
- Attendance at the Webinar on wage forecasts for 2023, organized by *PCI rémunérations-conseils*
- Attendance at the EY Mining Conference 2022
- Attendance at the webcast: *Top ten business risks and opportunities for mining and metals for 2023 - EMEA and Americas*

MEMBERS AND WORKERS HONOURED



QMA DISTINCTION AWARDS

For the second year, the Québec Mining Association (QMA) presented its QMA Distinction Awards to recognize achievements in four areas: communications/marketing, environment, community relations and human resources.

Congratulations to the prizewinners for 2022:



Communications/marketing category:

Horne Smelter, a Glencore company for its communications strategy for the “VELOX” project.



Environment category:

Wesdome’s Kiena Mining Complex, for its selection of ground reinforcement techniques at the base of its tailings facility.



Community relations category:

Yamana Gold’s Wasamac project, for the development and implementation of mitigation measures to considerably reduce the noise impacts of its activities.



Human resources category:

Agnico Eagle Mines, LaRonde Mining Complex, for its technological shift to virtual reality as a learning tool.



F.J. O'CONNELL TROPHIES

The 56th annual F.J. O'Connell trophy presentation led to a tie in two categories, "Underground operations, over 400,000 hours worked" and "Surface operations, transportation and primary metals processing".

In the "Underground operations, over 400,000 hours worked" category, the winners were:



Raglan Mine, a Glencore company



Goldex Mine, Agnico Eagle Mines Ltd

In the "Surface operations, transportation and primary metals processing" category, the winners were:



Horne Smelter, a Glencore company



Bird Civil et Mines

WORKPLACE HEALTH AND SAFETY AWARDS

In September 2022, the QMA recognized the workplace health and safety achievements of 158 mining industry foremen and supervisors who received workplace health and safety awards to commend their achievements and the effort made by their teams to maintain a safe working environment for a period of between 50,000 and 650,000 hours in 2021.

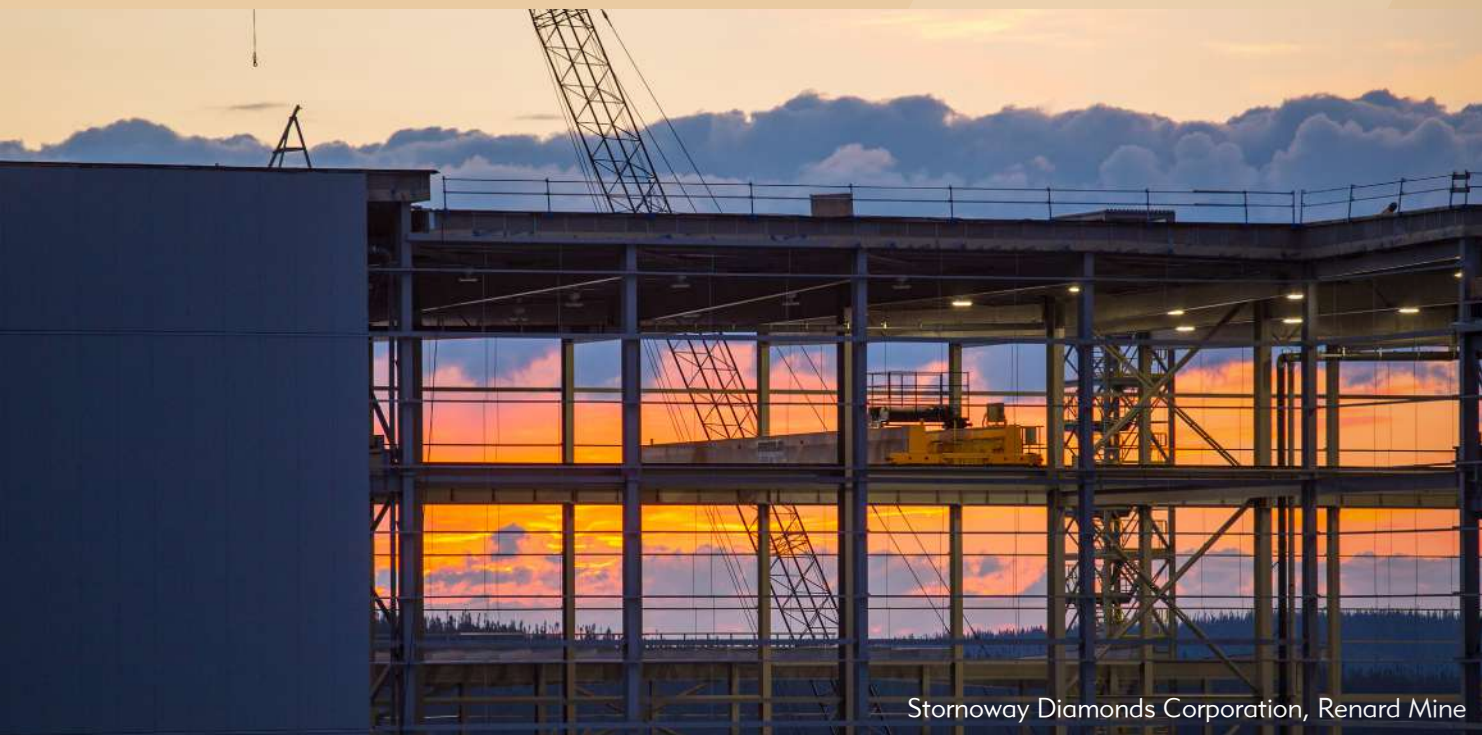
The prizewinners worked at the following companies:

- ArcelorMittal Mines Canada;
- Eldorado Gold Québec – Lamaque Mine;
- Horne Smelter, a Glencore company;
- Hecla Québec – Casa Berardi Mine;
- IAMGOLD Corporation – Westwood Mine;
- Raglan Mine, a Glencore company;
- Agnico Eagle Mines Ltd. – LaRonde Mining Complex;
- Agnico Eagle Mines Ltd. – Goldex Mine;
- Newmont – Éléonore Mine;
- Niobec, a Magris company;
- Canadian Malartic Partnership – Canadian Malartic Mine;
- Canadian Malartic Partnership – Odyssey project;
- Rio Tinto Fer et Titane;
- Stornoway Diamonds Corporation – Renard Mine;
- Wesdome Gold Mines Ltd. – Kiena Mine.



It is important to note that the longest period without a compensated accident for 2021 was the 650,000-hour total achieved by Sylvain Bureau, a mine production foreman and his team, at Canadian Malartic Mine.





Stornoway Diamonds Corporation, Renard Mine

INVESTING IN THE WORKERS OF TOMORROW

The QMA congratulates the winners of the mining industry scholarships and the Claude-Drouin postgraduate research scholarship.

Mining industry scholarship program:

Louis-Jean Thériault

geological engineering program – Université Laval

Anne-Marie Proulx

geological engineering program - Université du Québec à Chicoutimi

Jérémie Goulet

geological engineering program – Université Laval

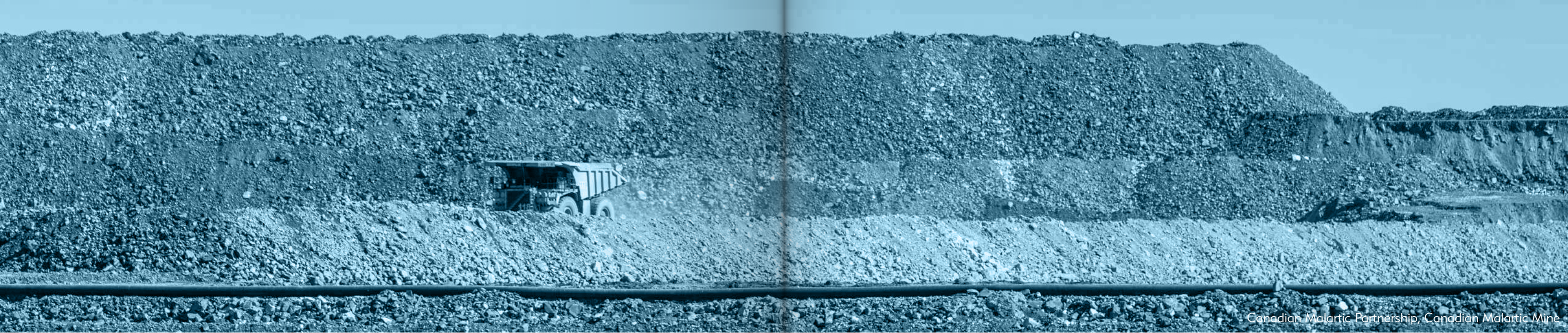
Claude-Drouin postgraduate research scholarship:

Armel Robert

Master's program – specialization in renewable energy and energy efficiency – ÉTS de Montréal



Newmont, Éléonore



Canadian Malartic Partnership, Canadian Malartic Mine

MEMBERS OF THE BOARD OF DIRECTORS

As of December 31, 2022

The QMA Board of directors brings together a group of committed individuals representing various sectors of the mining industry. QMA members benefit from their vast and varied experience, in particular by setting its key objectives.



Vanessa Laplante
Chair and Treasurer
Tax and Montreal Office Director,
Canadian Malartic G.P.*



Alexandre Belleau
Vice Chair
Chief Operating Officer,
Quebec Iron Ore *



Jean-Baptiste Dromer
Secretary
Sr. Director of Canadian Mining
Operations, Mines Seleine,
Windsor Salt *



Jean-Simon Beaudry
Superintendent, Finances,
Raglan mine, a Glencore
company**



H  l  ne Cartier
Vice President, Environment
and Sustainable Development,
Falco Resources



H  l  ne Lauzon
President
Qu  bec Business Council
on the Environment



Jean-Marc Lulin
President and CEO,
Azimut Exploration



Mapi Mobwano
President and CEO,
ArcelorMittal Mines Canada



Sylvain Morissette
General superintendent,
plant processes, Hecla Qu  bec,
Casa Berardi mine**



John Mullally
Regional Vice President
Sustainability and External
Relations, Newmont *



Daniel Par  
Vice President Qu  bec,
Agnico Eagle Mines Ltd



Jean Quenneville
Director External Affairs –
Qu  bec, Rio Tinto



Patrick S  vigny
Chief Operating Officer,
Stornoway Diamonds Corporation



Danny Tremblay
Commercial director,
Horne Smelter, a Glencore
company



Guy Tremblay
Corporate Vice President,
CMAC-Thyssen Mining Group



Isabelle Verreault
Senior Vice President
and General Manager, Quebec,
Hill+Knowlton Strategies

* Member of the executive committee
** Began term in 2022

QMA MEMBERS

as of December 31, 2022

OPERATING MINES, TREATMENT AND REFINING FACILITIES

Agnico Eagle Mines Ltd.
- LaRonde Mining Complex
- Goldex Mine

ArcelorMittal Mining Canada

Bonterra Resources inc.
- Lac Bachelor Mine

Canadian Malartic G.P.
- Canadian Malartic Mine

Canadian Royalties inc.
- Nunavik Nickel Project

Eldorado Gold Québec

Glencore
- Home Smelter
- Raglan Mine

Graymont (Qc) inc.
- Bedford Plant
- Marbleton Plant

Hecla Québec
- Casa Berardi Mine

IAMGOLD Corporation
- Westwood Mine

Newmont
- Éléonore Mine

Niobec, a Magris company

Omya Canada inc.
- St-Armand Plant

Quebec Iron Ore

Rio Tinto Fer et Titane

Stornoway Diamond Corporation
- Renard Mine

Tata Steel Minerals Canada Limited

Windsor Salt Ltd.
- Mines Seleine

Yamana Gold inc.

MINING CONTRACTORS

Audet & Knight Construction
Bird Civil et Mines
CMAC-Thyssen Mining Group
Construction Kiewit Cie
Dumas Contracting Ltd.
EBC

Groupe Gilbert
- Fernand Gilbert Ltd.

Machines Roger International inc.
Procon
Redpath Canada Ltd.
SWATcrete
Technica Mining

MINERAL EXPLORATION COMPANIES, MINING PROJECTS IN DEVELOPMENT AND MINES IN THE PROCESS OF FINAL CLOSURE

Allkem
- Galaxy Lithium
Arianne Phosphate Inc.
Canadian Malartic Partnership
- Mine Odyssey*

Dumont Nickel
(Magneto Investissement)

Falco Resources Ltd.

Minière O3*

Monarch Mining Corporation*
- Beaufor Mine

Nemaska Lithium
Nouveau Monde Graphite
Osisko Gold Royalties
Osisko Mining inc.
- Windfall Project

Radisson Mining Resources

Sayona Québec

Wallbridge Mining Company*

Wesdome Gold Mine
- Kiena Mining Complex

INSTITUTIONS AND NONPROFIT ORGANIZATIONS

Centre de formation professionnelle de la Baie-James
Centre de formation professionnelle Val-d'Or
COREM
Groupe MISA

Institut national des mines du Québec
Québec Metallurgy Centre
Université du Québec en Abitibi-Témiscamingue (UQAT)

SUPPLIERS OF GOODS AND SERVICES

AON
Caisse Desjardins des Ressources naturelles
Charl-Pol
Deloitte*
Englobe
Entreprises Larry Inc.
Épiroc
Epsilon Élevage et Manutention
Équipement SMS
EY
FNX-Innov inc.
Geobrug North America
Gestion ADC
Grillage Major
Groupe Alphard
Groupe BLP & Rivard Assurances*
Hydrotech Mining
Hy-Pro Filtration
InnovExplo
Johnson Controls
McCarthy Tétrault
Messer*
Numesh*
PwC
Ryan Affaires publiques
Sandvick Canada
SGS Canada
Sika Canada
Toromont Ltd.
Valcourt Security

*Joined in 2022

QMA STAFF MEMBERS

as of December 31, 2022



Josée Méthot
President and CEO*



Martin Bureau
Director, Strategic communications and public affairs



Micheline Caron
Director, Environment and sustainable development



Katie Deneault
Director, advisory service on human resources and organizational development



Sandra Gadoury
Executive coordinator



Martin Gagnon
Director, preventions and workplace health and safety



Émilie Poisson (temporary)
Coordinator Administration, Advisory service on human resources and organizational development, Administration and Finance



Nancy Roger
Coordinator, Workplace health and safety and events



Tania Sibling
Director, Administration and finance



Jade Stefanini
Advisor, Communications and public affairs



Stéphanie Tremblay
Coordinator, Environment and sustainable development



Hélène Valot
Coordinator Administration, Advisory service on human resources and organizational development, Administration and Finance

* Member of the executive committee

** Joined in 2022



Québec Mining Association

Cover page
Mine Rescue Competition 2022
Hecla Québec - Casa Berardi Mine

Back cover
Unsplash - Stefan Gessert

Québec - June 2023