

RioTinto | Diavik

Closing responsibly, Closing with care

Diavik Diamond Mine



**Socio-Economic Monitoring
Agreement Report 2024**



Contents

02	COO's message
03	Northern commitments
04	Safety
05	Employment
06	MyPath program
08	Training and scholarships
10	Community contributions
12	Communities and Social Performance
16	Procurement
18	Closure updates
22	Employment tables
32	In memoriam

Mining responsible diamonds



Diavik has produced some of the world's most beautiful and sought-after diamonds – over 147 million carats of rough diamonds to date. Our finds are mostly stunning white gems, with a small number of rare yellow diamonds.

Diavik has operated over two decades to the highest possible standards of safety and integrity.

Through innovation, world class engineering technologies and collaborating with Indigenous partners, we have been able to mine some of the world's most ethical diamonds.

We remain committed to protecting the biodiversity of the unique landscape, and this commitment will continue through closure.

DISCLAIMER

This report has been prepared for general guidance on matters of interest only. You should not act upon the information contained in this report without obtaining specific professional advice. No representation or warranty (expressed or implied) is given as to the accuracy or completeness of the information contained in this report, and, to the extent permitted by law, the authors and distributors do not accept or assume any liability, responsibility or duty of care for any consequences the reader or anyone else may incur from acting, or refraining from acting, in reliance on the information contained in this report or for any decision based on it.

CURRENCY

Dollar figures in this report are in Canadian dollars.

COO's message



As we reflect on 2024, we acknowledge it was a difficult year for Diavik Diamond Mine. On January 23, we lost four colleagues and two pilots in a plane crash just outside Fort Smith. This devastating event continues to impact us, and our thoughts remain with the families and friends of those we lost, as well as the surviving passenger.

A21 underground

Despite the challenges, we announced the beginning of commercial production underground at the A21 pipe. This is our final development project, and will ensure strong production until closure.

We are particularly proud of the fact that during the 20-month development and construction phase, we had no lost time injuries at A21. This is a testament to the commitment of our employees and contractors to working safely.

Renewable energy

Our renewable energy initiatives also made significant strides. We installed and activated a 6,600-panel solar power plant, the largest off-grid solar energy project in Canada's North.

The facility will generate 4.2 million kilowatt-hours of electricity, reducing diesel use on site by one million litres per year. The addition of battery storage in 2026 will further reduce emissions and maximize our usage of renewable energy from the wind and solar capacity we have onsite.

Community contributions

Diavik continues to contribute significantly to partner communities. We have provided almost \$5 million dollars in scholarships for Northern youth as of the end of 2024. Over the life of mine, we have also contributed \$8.3 million in other donations and community sponsorships. Together, this is over \$13 million.

Among the community projects referenced in this report, of particular note is our central role in launching the Yellowknife Community Foundation's Northern Legacy Fund, with an initial commitment of \$497,000 (see story page 12).

Building a legacy

One of our more enduring legacies will be strengthening the development corporations owned by Indigenous Participation Agreement partners. Since the earliest days of Diavik, over 70% of our spending at Diavik has stayed in the North, making a significant contribution to the Northern economy. Since 2000, over \$7.7 billion has been spent with Northern businesses, of which almost \$3.9 billion was spent with Northern Indigenous businesses. Our aim was to ensure that sustainable businesses were a key part of Diavik's legacy, even past our own closure date.

Our progressive reclamation activities continued successfully, demonstrating our commitment to reclaim the environment and allow traditional and cultural activities to take place safely on the land.

We have worked to maintain open and honest communication with our community and government partners, fostering relationships built on trust and mutual respect. This approach has been instrumental in navigating the challenges of the past year.

Our commitment to our core values of care, courage, and curiosity has never wavered. We remain committed to these principles, confident that they will lead us to a successful mine closure as we aim to close responsibly and close with care.

Matthew Breen
Chief Operating Officer

Northern commitments

Highlights

4 ore bodies

Active

- A154 South underground
- A154 North underground
- A21 underground

Complete

- A418

\$382M in spend

2024 (\$285 million Northern)

\$10.8B in spend

2000–2024 (\$7.7 billion Northern)

2.76M carats

in total rough diamond production 2024

147M carats

2003–2024 total rough diamond production

2.1M tonnes

reserves at 2.32 carats per tonne

1,272 workforce

FTE in 2024 (34% Northerners)

Diavik is located 300 kilometres northeast of Yellowknife in the Northwest Territories (NWT) and is committed to ensuring local communities benefit socially and economically from the operation of the mine.

The mine operates under the Socio-Economic Monitoring Agreement (SEMA) with the Government of the Northwest Territories (GNWT) and individual Participation Agreements with the Tłı̨chǫ Government, Yellowknives Dené First Nation, North Slave Métis Alliance, Kitikmeot Inuit Association, and Łutsël K'édé Dené First Nation.

Diavik's commitment to environmental protection is formalized under regulatory requirements and an environmental agreement between Diavik, Indigenous parties, and federal and territorial governments.

Both the Environmental Monitoring Advisory Board (EMAB), created under the environmental agreement, and the SEMA allow communities and governments to monitor Diavik's commitments and provide for continued and formal stakeholder engagement.

Diavik's corporate office remains in Yellowknife and our senior

leadership live in Yellowknife or other communities in the NWT.

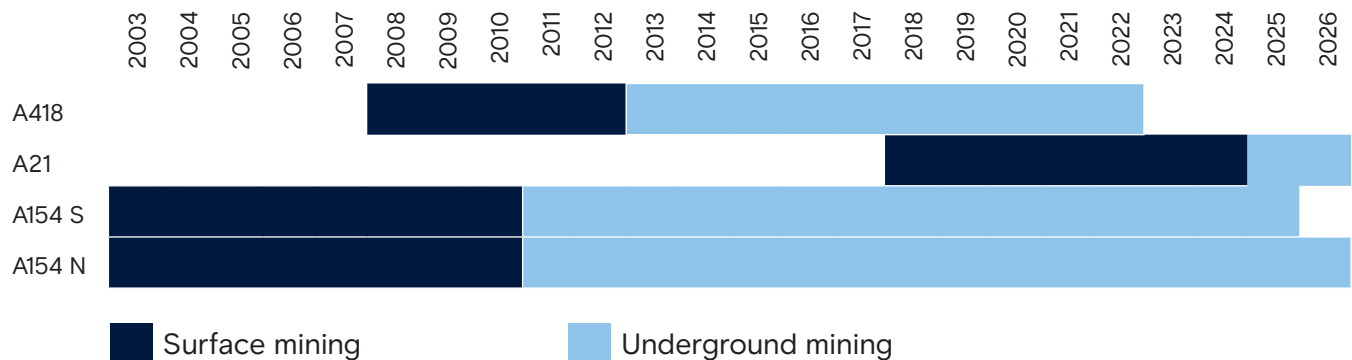
Diavik's legacy

For 25 years, Diavik's vision has been to operate and close the Diavik mine responsibly, leaving behind a positive community and environmental legacy.

We remain committed to our Northern stakeholders and partner communities and, as our attention turns increasingly toward closure, our focus is on Closing Responsibly, and Closing with Care.

Diavik has delivered a generation of Northern benefits, including employment, training, business spend and capacity building, and has contributed to a stronger North through community investment.

Mine life



Safety

Safety is our primary focus at Diavik

We were pleased with our overall health and safety performance at the mine site in 2024, with a decrease in our All Injury Frequency Rate (AIFR) for the fourth year in a row ³.

We did see a slight increase in Potential Fatal Incidents (PFIs), with three in 2024 compared to two in 2023.

Diavik’s focus on health and safety continued through 2024, with new leadership and safety training focused on quality safety interactions and a continued focus on critical risk management and in-field leadership.

Safety remains our primary focus as we proceed towards closure in 2026.

Safety Performance Indicators	2017	2018	2019	2020	2021	2022	2023	2024
Lost time injuries	4	8	5	5	1	3	3	2
Lost time injury frequency rate ¹	0.28	0.62	0.38	0.39	0.14	0.24	0.23	0.16
Medical treatments	3	10	4	3	4	5	5	4
All injury frequency rate ²	0.49	1.39	0.69	0.62	0.71	0.63	0.62	0.48 ³
Potential fatal incidents	4	7	6	3	1	4	2	3

¹ Lost time injury frequency rate (injuries x 200,000 hours ÷ total hours worked).

² All injury frequency rate (lost time injuries + medical treatments x 200,000 hours ÷ total hours worked).

³ Diavik reported an AIFR of 0.48 to the Workers’ Safety and Compensation Commission (WSCC). However, the fatalities in January 2024 as a result of the plane crash near Fort Smith were categorized by Rio Tinto as workplace fatalities. If those figures are taken into account, the AIFR would be 0.89.



Employment

As one of the North’s largest employers, Diavik continues to provide employment opportunities to residents of the NWT and the West Kitikmeot region of Nunavut.

These opportunities include full-time employment as well as seasonal term employment.

There was a slight decrease in employment year on year as development milestones are reached as Diavik approaches closure. Diavik is committed to providing opportunities for Northern residents through the end of our mine life.

Detailed employment tables are included at the end of this report starting on page 22.

2024 employees and contractors (FTE)		
Northern Indigenous (NWT residents)	176	14%
Other Northern	261	21%
Total Northern	437	34%
Southern	835	66%
Total	1,272	100%

Women	194	15.3%
Men	1,078	84.7%
Total	1,272	100%

Notes

- The above numbers include both direct employees, at 876 Full-Time Equivalent (FTE) and contractors at 396 FTE.
- Northern Indigenous numbers above are based on residence in the NWT. Northern Indigenous individuals who live outside the NWT are included in the Southern category.
- Due to rounding, numbers may not add up precisely to the totals provided
- As the majority of people working at Diavik are on a 2-week rotation, an FTE for those individuals equals 2,184 hours (12 hours per day x 14 days per rotation x 13 rotations per year).



MyPath

In 2022, Diavik began a closure transition program for employees. Known as MyPath, this program is designed to successfully transition our workforce to their desired career outcome after the planned closure of Diavik.

To help our people prepare for the next phase of their lives and careers, three MyPath career coaches were hired in 2024.

The MyPath team works from site to assist employees and contractors as they proceed along their chosen path, ensuring that services including career counselling, resume updating, and employment workshops are available.

There are five pathways in the MyPath program, each with its own specialized support:

1. Redeployment to another Rio Tinto asset or with Diavik closure
2. Continue a similar role at another company
3. Start a new career at another company, with retraining
4. Entrepreneurship - starting their own business
5. Retirement

This is the first program of its kind in North America, leveraging the lessons from other Rio Tinto assets that have closed.

Over 770 team members have engaged on the MyPath program as of the end of 2024.

Job Fairs

As part of the MyPath program, Diavik is hosting a series of job fairs on site. The first round was in November 2024, with another round in spring 2025.

Employers from across the North and the Canadian mining industry have attended, directly engaging with team members about available opportunities.



Employee MyPath spotlight

Preston Doolittle

As Diavik progresses towards closure, we continue to support apprenticeship pathways and skill-building opportunities for our employees.

One of those employees, Preston Doolittle, had an exceptional year in 2024, achieving his Red Seal as a Heavy Duty Mechanic (HDM).

A member of the Délı̄nę First Nation, Preston's interest in building and repairing machinery started at a young age, taking apart and fixing anything he could get his hands on. He first started with Diavik in 2016 as a shop helper and currently works as an HDM Maintainer, conducting repairs and servicing Diavik's fleet.

A second-generation Diavik employee, Preston says that his father, who worked at the mine

for many years, emphasized the importance of safety culture in the workplace, a mindset that he now takes to work to this day. Preston also met his wife at Diavik, making his story a true family affair!

Preston has benefited from many mentors over his time at Diavik and is excited to be in a position to pass on his knowledge, both at site and in his technical training at school, sharing his stories and skillset with tradespeople throughout Canada.

After closure, Preston plans to stay in the North and open his own business, a plan he is developing with the help of the MyPath team.

“I definitely enjoy the opportunity to continuously challenge myself. That’s what makes this job so great.”



Training

Diavik provides extensive health and safety training for all employees and contractors, including:

- Hazard assessment and risk control
- Workplace hazardous materials information system
- Fire extinguisher use
- Work area orientations
- Isolation and arc flash isolation
- Confined spaces
- Overhead cranes
- Rigging and hand signals
- Fall protection*
- Auxiliary equipment*

** This training is certified and nationally recognized*

The training often totals over 40 hours per person each year, in addition to any operating time necessary to become qualified to operate a piece of equipment.

Diavik also provides training for the safe operation of 200 pieces of equipment, including underground haul trucks and scoops, surface haul trucks, graders, dozers, loaders, and excavators.

Skilled trades

Diavik’s apprenticeship program increases technical and hands-on skills development and provides opportunities for employees to grow in their careers.

Apprentices

In 2024, Diavik trained nine apprentice employees. Seven of those were Northerners, of which five were Northern Indigenous.

Three individuals completed their apprenticeships in 2024:

Preston Doolittle

Heavy Duty Mechanic journey person (featured on page 7)

Keegan Hnatiw

Millwright journey person

Freddy Kotchilea

Parts Technician journey person

Since 2003, 72 apprentices (employees) have successfully completed their apprenticeships at Diavik and achieved journey person certifications from the GNWT.

Apprenticeship training by priority group	
Northern Indigenous	5
Northern non-Indigenous	2
Total Northern	7
Southern	2
Total	9

Note: Diavik also had five contractor apprentices in 2024, not included in the above numbers.

Scholarships

Diavik is pleased to provide financial assistance to Northerners and children of employees who are pursuing their educational goals. In 2024, the total value of our scholarships was over \$221,000, bringing our overall scholarship contribution to approximately \$4.8 million.

High school scholarships

Scholarships are awarded to graduating high school students who are continuing their studies in post-secondary programs. These scholarships are administered through local high schools.

Two graduates received Diavik scholarships in 2024 through this program.

Post-secondary scholarships

Diavik scholarships are available for children of employees and contractors in post-secondary studies, with 33 students receiving scholarships in 2024.

Scholarships by Value 2024	
Administered by Participation Agreement groups	\$165,700
Administered by Diavik	\$51,000
Administered by partners (high schools, Yellowknife Community Foundation, NWT Tourism)	\$5,000
Total	\$221,700

Scholarship spotlights

Taylor Schear

A member of the Tłęgohł Got'ine Government (Norman Wells Land Corporation) and the Fort Good Hope Dene Band, Taylor Schear was the recipient of the 2024 Rio Tinto/ NWT Tourism Scholarship.

The \$2,000 award is given annually to a qualified Indigenous student attending a post-secondary institution in an accredited Tourism and Hospitality program.

Taylor is studying at the University of Alberta pursuing a Bachelor's degree in Recreation, Sport, and Tourism.

She says she is committed to enhancing her knowledge of land-based programming and Indigenous culture.

Taylor has participated in various leadership and land-based programs, and is passionate about contributing to the tourism industry in the NWT.

We, along with everyone at Rio Tinto, are proud to support her as she works towards her goals.



Keira Clinton

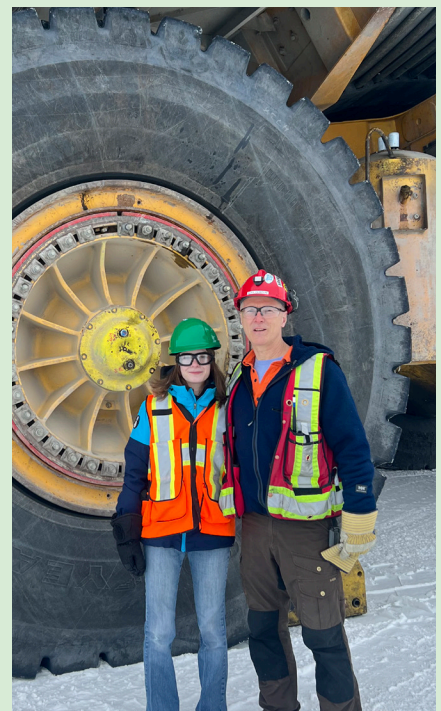
Born and raised in Yellowknife, Keira Clinton was a recipient of a 2024 scholarship for the children of Diavik staff. Her father, Alex Clinton, is a senior advisor with Diavik's closure team.

Keira is currently attending Bishop's University in Sherbrooke, Quebec, where she is pursuing a Bachelor of Science with a major in Mathematics. After graduation, she hopes to find a career in her field, with the hope of returning to the North to contribute to her community.

Prior to entering university, Keira was a competitive figure skater, representing the Northwest Territories at the Arctic Winter Games twice and achieving her CanSkate Coach in Training certification.

She is also a classically trained pianist, representing the Northwest Territories at the Alberta Music Festival several times and teaching and performing in Yellowknife, including with the local orchestra and the Yellowknife Youth Choir.

Last year, Keira was able to travel to Diavik on a tour with Sir John Franklin High School, getting a chance to see the mine site up close and in person. As a bonus, the tour guide was her father, Alex!



Community contributions

“Diavik’s support for Sir John Franklin School, particularly our robotics program, has provided students with the opportunity to compete and participate in technological education on an equal footing with students across Canada.”

Diavik provides annual support through our Community Contribution Program, which is aimed at serving and strengthening communities in the NWT and West Kitikmeot region of Nunavut. Through one-time or multi-year agreements, financial support is offered in the form of both donations and sponsorships.

The key priority areas of the program include:

- Health, safety and wellness
- Culture, arts and community pride
- Education and business capacity building

Our contributions build on existing programs, all of which are focused on improving the quality of life for local residents.

Diavik also contributes to local communities, including our five local Participation Agreement groups, through in-kind donations, volunteering and participating in community events.

In 2024, our community contributions came to almost **\$541,000**, along with a number of in-kind donations, and scholarships valued at over **\$221,000**.

Since we began operation, in addition to \$4.8 million dollars in scholarships for Northern youth, we have also contributed \$8.3 million in other donations and community sponsorships. Added together, this is a contribution of over \$13 million.



Diavik hosted a Holiday Craft Market in December at site, featuring 12 talented Northern artists and artisans. The market was well received by our employees and contractors, who appreciated the opportunity to support local talent and purchase one-of-a-kind Northern gifts.

Diavik provided funding to the Folk on the Rocks music festival in Yellowknife to increase accessibility for visitors through viewing platforms and walkways.



Community Group	Community	Activity or Event	Amount
Community Government of Gameti	Gameti	Recreational centre	\$12,400
Coppermine Racing Association	Kugluktuk	Building of a race track for the Sun Frolics annual gathering	\$5,000
Folk on the Rocks	Yellowknife	Accessibility upgrades	\$15,000
Fort Smith Métis Council	Fort Smith	National Indigenous Peoples Day community feast	\$10,000
Foster Family Coalition of the NWT	Yellowknife	Camp Connections summer camp for youth in foster care	\$5,000
KidSport NWT	Across NWT	Grants for youth sport programs	\$3,000
Kitikmeot Inuit Association	Kitikmeot region, Nunavut	Annual regional business trade show	\$4,500
Łutsël K'é Dene First Nation	Łutsël K'é	Annual assembly, hide tanning camp, fishing derby, lot development for housing units	\$34,165
North Slave Métis Alliance	Yellowknife	Revitalization of Old Fort Rae cultural site, National Indigenous Peoples Day fish fry, community garden	\$37,500
NWT Arctic Anglers	Yellowknife	Fishing derby	\$2,000
NWT Literacy Council	Across NWT	Family literacy programming for remote communities	\$46,750
NWT Snowboard Association	Across NWT	Program development, infrastructure	\$10,000
Snowking Winter Festival	Yellowknife	30 th annual winter festival; snowcastle construction and safety gear	\$10,000
Special Olympics NWT	Across NWT	Safety equipment for volunteers	\$1,565
Stanton Territorial Hospital Foundation	Across NWT	In-kind diamond donation for auction and financial donation to purchase medical equipment including breast ultrasound machine	\$18,240
Still Dark Society	Yellowknife	Inaugural Still Dark winter music festival	\$5,000
Tłı̄chq̄ Government	Tłı̄chq̄ region	Tłı̄chq̄ Night at AME Roundup	\$10,000
Tree of Peace Friendship Centre	Yellowknife	Youth summer camp	\$1,000
Yellowknife Community Foundation	Across NWT	Post-closure community fund program (Northern Legacy Fund)	\$272,000
Yellowknife Golf Club	Yellowknife	Junior tee boxes	\$30,000
Yellowknife Historical Society	Yellowknife	Support for the Mining Museum	\$500
Yellowknives Dene First Nation	North Slave region	Spring carnival, career fair	\$7,000

Communities and Social Performance

Building a Northern legacy

Along with our partners at the Yellowknife Community Foundation, Diavik helped launch a new fundraising campaign in 2024 that will raise money for education, health, and community projects across the NWT. The Northern Legacy Fund is one of Diavik's key initiatives to

continue our support of community projects after closure.

Once the \$3 million fundraising goal is reached – starting with \$497,000 from Diavik in 2023 and 2024 – the fund will provide \$125,000 each year to projects in the North.

Starting in 2028, organizations will be able to apply for funding through a simple application process. Any charitable projects or services that make a positive impact in communities will be eligible for funding.

The funds contributed by Diavik were provided through our copper wire recycling program, an award-winning effort run by former employee Diane Hache that salvages copper from our mine site, with all proceeds going towards community initiatives.



Northern Leadership Development Program

As part of Diavik's commitment to building capacity across the North, we have been a long-standing supporter of the Northern Leadership Development Program (NLDP).

The program was established over twenty years ago through a 2004 partnership between Diavik and SAIT Polytechnic. Management of the program is now undertaken by Aurora College.

The program aims to increase the number of qualified Northerners in supervisory and management roles. It involves classroom and on-the-land

learning, and matches participants with mentors. Graduates receive a certificate from Aurora College recognizing their achievement.

In 2024, Diavik celebrated the graduation of six participants from NLDP, including both employees and contractors.



A new place to play

Diavik was one of the lead sponsors of a new turf soccer field at Yellowknife's Ecole Jit'ò school.

The project, led by volunteers and supported by local companies Nahanni Construction and Ace Enterprises, aims to give students and the public a new safe area to play and practice their soccer skills.

Construction of the new field took place in the summer of 2024 and was completed in time for the start of the 2024/2025 school year, so students had the chance to use it before the first snow fell.

Diavik representatives took part in the grand opening for the field in September, which included a fun soccer game between teachers and students.



Traditional Knowledge camp

In August 2024, Diavik hosted the Aquatic Effects Monitoring Program (AEMP) Traditional Knowledge study at Lac de Gras.

The camp brought together representatives from our Indigenous Participation Agreement partners to monitor water and fish health in Lac de Gras near the mine.

The camp was a great opportunity for youth and Elders to connect, share Traditional Knowledge with Diavik, and discuss their ways of living on the land.

The group sampled water, caught and tasted the fish, and took scientific samples.

The camp included cultural activities, such as hand games and feeding the fire ceremonies.

The camp gave our Environment and Communities teams a valuable opportunity to hear various perspectives on land and water stewardship at Lac de Gras. We are grateful for everyone who participated.



Sharing culture

Over the holiday season in December, Diavik hosted Tłı̨chǫ painter James Wedzin, who led arts workshops for employees and contractors on site.

Participants painted a small canvas under James' instruction, learning new skills and taking home a unique keepsake.

James' time on site was just one of a series of popular workshops that have taken place at Diavik recently to share skills and Northern Indigenous culture with our team members.

Diavik's **Indigenous Employee Advisory Group** has been key to these engagements, organizing cultural activities and leading site-wide celebrations around important initiatives like Orange Shirt Day and the National Day of Awareness for Missing and Murdered Indigenous Women and Girls.

While he was at site, we were fortunate to have James paint a mural representing Diavik, which will hang in our MyPath Centre through closure.



Students on site

In April, Diavik hosted a group of 25 enthusiastic students from Yellowknife's Sir John Franklin High School. The students were selected based on their interest in Science, Technology, Engineering, and Mathematics (STEM) fields or the Schools North Apprenticeship Program (SNAP).

The students spent the day touring Diavik's operations and learning about careers and pathways available to them in the resource industry. They toured our renewable energy infrastructure (the wind and solar facilities), mining operations, process plant, and the maintenance shop.

Diavik was excited to host the students and encourage the next generation of Northerners to pursue careers in mining. We were impressed by the students' enthusiasm and hope for opportunities to welcome more students to site in the future.



Procurement

In 2024, Diavik continued to provide opportunities to Northern businesses, with almost \$285 million spent in the North of the total \$382 million.

Seventy-five per cent of Diavik's 2024 spend was with Northern businesses. Of this, \$131 million, or 34%, was with Northern Indigenous businesses, a significant increase over 2023, when 28% was spent with Northern Indigenous businesses.

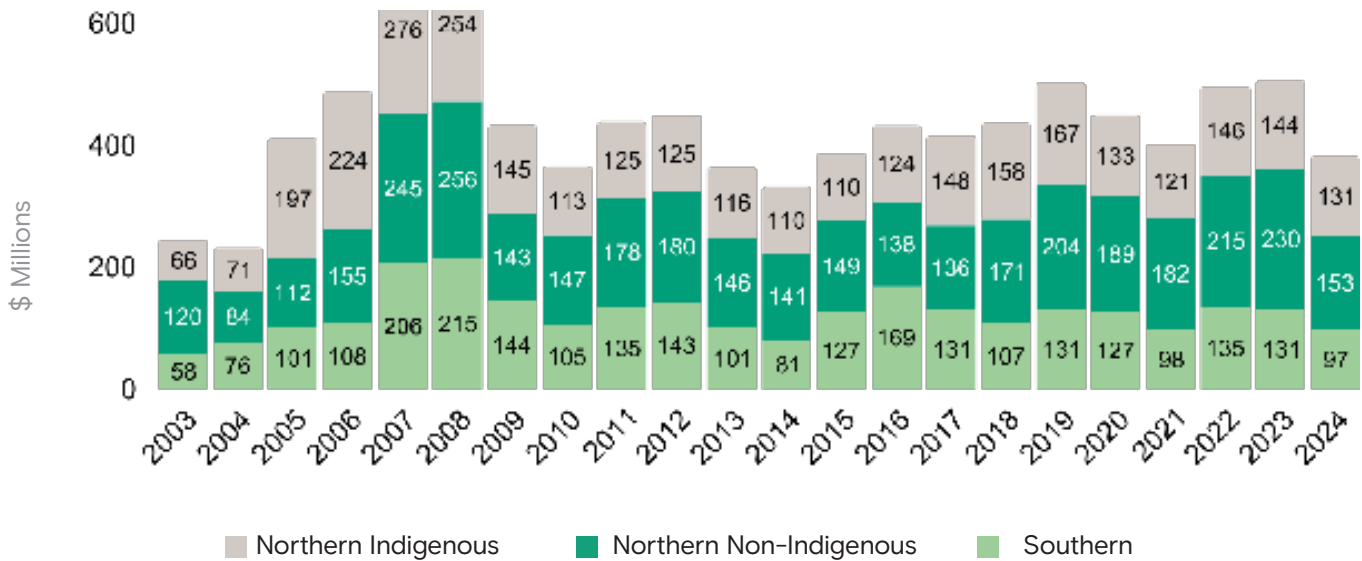
Since 2000, Diavik has spent \$7.7 billion with Northern businesses, or over 71 per cent of the total business spend of \$10.8 billion. Of this, \$3.9 billion has been spent with Northern Indigenous businesses and their joint ventures.

2024 Business Spend



Due to rounding, numbers may not add up precisely to the totals provided.

2003-2024 Business spend



2024 Business spend

Category	Northern Indigenous	Northern non-Indigenous	Total Northern	Southern	Total
Consumables	\$7,781,000	\$127,105,000	\$134,887,000	\$52,134,000	\$187,020,000
Professional services ¹	\$74,105,000	\$10,231,000	\$84,336,000	\$14,636,000	\$98,973,000
Freight and cargo ²	\$42,259,000	\$1,139,000	\$43,398,000	\$2,706,000	\$46,104,000
Financial ³	\$2,563,000	\$14,085,000	\$16,648,000	\$27,504,000	\$44,152,000
Communities ⁴	\$4,482,000	\$773,000	\$5,255,000	\$13,000	\$5,268,000
Total	\$131,190,000	\$153,335,000	\$284,525,000	\$96,993,000	\$381,517,000

Due to rounding, numbers may not add up precisely to the totals provided.

- ¹ Includes outsourced labour, passenger transport, telecommunications, and MyPath training
- ² Includes winter road costs
- ³ Includes fees, taxes, audits and insurance
- ⁴ Includes community payments, donations, and scholarships

Regional Economic Development

A key focus of Diavik’s Community and Social Performance team is to help Northern communities and partner businesses mitigate the economic impacts of closure. Central to that is our Regional Economic Development (RED) strategy.

Diavik team members work with Indigenous Government partners on finding economic opportunities through closure activities, including maximizing Northern participation in contracts, supporting entrepreneurship and new businesses, and building capacity.

In 2024, Diavik announced the ReMade recycling initiative as part of RED, where local artisans will work with used textiles from Diavik to create bags and other accessories from used Personal Protective Equipment (PPE).

Diavik also sponsors networking and knowledge sharing opportunities, such as the Canadian Council for Indigenous Business trade show in Edmonton, which Mellisa Mercredi, our Senior Advisor for Regional Economic Development, and Sourcing Superintendent Erich Monroe (pictured) attended. Diavik sponsored leaders from the development corporations of our Indigenous partners to attend.

As we approach closure, we will continue to work with our partner communities to identify their needs and pair them with opportunities to ensure they reap the benefits of closure and move towards a sustainable economic future post-Diavik.



Closing responsibly, Closing with care

Closing Diavik progressively, safely, on schedule, and with respect for employees, communities and the environment, is a top priority for Rio Tinto, as a responsible miner and community partner.

Diavik is currently scheduled to cease production in early 2026, but closure planning has been underway since the mine began operations over 20 years ago.

Over the years, we have completed increasingly detailed mine closure studies which cover the technical, environmental, social, and economic aspects of closure. These studies have culminated in our final closure and reclamation plan, submitted to regulators in 2022.

Diavik has been engaging with stakeholders and community partners on this plan for the past

several years and an updated plan will be submitted for approval in the spring 2025.

In the meantime, progressive reclamation activities have been taking place on site since 2017, shortening Diavik's closure schedule. After ending commercial production, it will take another four years to decommission the mine and finish the remaining reclamation.

Scientific and Traditional Knowledge monitoring will take place for several years after physical reclamation, but Rio Tinto aims to have a safe and stable site that does not require year-round site presence after 2030.

Closure Virtual Tour

Diavik has created a video that details our closure plans. The virtual tour provides a look at our physical closure activities. The video is available at the QR code below, or the following link: bit.ly/DiavikClosureVideo.



In spring 2024, Diavik team members were pleased to see caribou grazing on the reclaimed North Country Rock Pile.

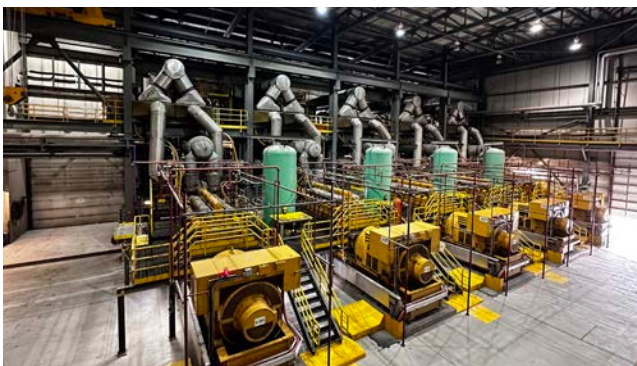


Progressive Reclamation

Diavik’s on-site progressive reclamation work has been taking place for several years and will continue through the end of operations. Below are major areas of emphasis for Diavik as this work takes place.

Mine Workings

We will remove mobile equipment and hazardous materials from pits and underground, and fill the mines with water from Lac de Gras. After water quality criteria are met, the dikes will be breached to allow full reconnection with the lake.



Infrastructure

Our plan includes the demolition of all mine infrastructure. Inert materials will be disposed of in Diavik’s landfill unless they can be practically recycled, donated, or sold. We are also exploring options to leave some infrastructure on site to be repurposed by others and fulfill future needs.



Processed Kimberlite Containment

A rock cover, already under construction, will separate processed kimberlite from people and wildlife, creating a stable surface. Placing a cover on extra-fine processed kimberlite is considered the most technically challenging aspect of closure.



Rock Piles

A thick till and rock cover will isolate all potentially acid-generating rock from the environment, and wildlife access improvements are being built to ensure safe passage. Most of this work was completed by 2023.



Water Management

Once other closure work is complete, we will reconnect natural drainages across Diavik, allowing surface runoff to flow into Lac de Gras. The North Inlet will be reconnected once criteria are met after a period of natural bioremediation takes place.

Responsible closure

A major element of Diavik's closure plan involves ensuring that communities are prepared to mitigate the socio-economic impacts of closure.

Diavik's social closure efforts involve close collaboration with communities, Indigenous partners, and all levels of government. These include efforts to ensure that Northern employees are prepared to transition to the next phase of their career through our MyPath program (read more on page 6) and creating economic opportunities through closure and into the future with our Regional Economic Development team (read more on page 17).

Diavik's efforts also include establishing programs that can mitigate the loss of Diavik's community contributions, including the Yellowknife Community Foundation's Northern Legacy Fund and scholarship opportunities.

As we proceed toward closure, Diavik's community engagement efforts will continue to turn towards ensuring prosperous communities and a prosperous North.

GNWT and Indigenous government representatives toured Diavik in the fall of 2024, discussing opportunities during and post-closure.



Breathing new life

In the summer of 2024, Diavik team members and contractors installed an aerator in Yellowknife's Frame Lake.

The aerator, which pumps oxygen into the lake, is an important part of our commitment to restore fish habitat in the NWT under our federal fisheries authorization.

The decision to improve fish habitat in Frame Lake, in the centre of Yellowknife, was made in conversation with local community partners.

Frame Lake was chosen as a location where Diavik's efforts would have maximum positive impact in a location that many of our colleagues, families, and friends call home.

The aerator has been operating through the winter months to increase oxygen levels in the lake. Its impacts on the local ecosystem

have sprouted a robust research community, with studies led by Wilfred Laurier University and the Aurora Research Institute.

After a period of monitoring the performance of the aerator on the lake, Diavik intends to reintroduce fish in the future, if conditions allow.



Powered by the sun

In 2024, Diavik completed the construction and activation of our 6,600 panel solar plant, the largest off-grid solar energy project in Canada's territories.

Supported by \$3.3 million in funding from the GNWT's Large Emitters Greenhouse Gas (GHG) Reducing Investment Grant Program, the plant will generate approximately 4.2 million kilowatt-hours of electricity per year.

The plant covers an area of approximately 70,000 square metres, equivalent to about 7 city blocks! During closure, it is expected to contribute over 25% of Diavik's energy needs at site.

The project was contracted to Whitehorse-based Solvest Inc and the Tłı̨chǫ Investment Corporation. Materials were shipped up to the mine site on the winter road and construction took place in the spring.

The solar plant complements Diavik's four wind turbines, which have been operating since 2012, making Diavik the home of Canada's most Northern large-scale wind-diesel hybrid power facility.



The solar panels are modular and designed to be redeployed once they are no longer needed at Diavik. We are in conversation with our Northern community partners to determine how they can best benefit the region following closure.

In total, renewable power generation at Diavik provides approximately 21 million kilowatt hours of electricity, equivalent to about 15 per cent of the annual power consumption of the city of Yellowknife.



Employment tables

Table 1: Indigenous Employment

Indigenous employees and contractors	FTE ¹	Percent
Participation Agreement	145.5	55.4%
Other Northern Indigenous	80.5	30.6%
Other Canadian Indigenous	36.8	14.0%
Total Indigenous ²	262.8	100%

By Participation Agreement	FTE ¹	Percent
Kitikmeot Inuit Association	2.6	1.8%
Łutsël K'è Dené First Nation	11.9	8.1%
North Slave Métis Alliance	14.0	9.6%
Tłıchǫ Government	100.6	69.1%
Yellowknives Dene First Nation	16.5	11.3%
Total Participation Agreement individuals ²	145.5	100%

Employment data contained in this report is provided as of 31 December 2024. Additional information on annual training, employment, business benefits, and community initiatives is included on the preceding pages.

The detailed tables in this section, required under the SEMA, provide Diavik employee and contractor data.

Explanatory Notes

- Throughout the report, some figures may not add up due to rounding.
- The numbers in these charts refer to FTEs.
- The numbers of Northern Indigenous individuals above include those who live both in the NWT and outside the NWT.

¹ As the majority of people working at Diavik are on a 2-week rotation, an FTE for those individuals equals 2,184 hours (12 hours per day x 14 days per rotation x 13 rotations per year).

² Declaration is voluntary.

Table 2: Employment by Job Category - Diavik Northern

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchokò	9.2	14.3	5.6			29.1
Tłıchq	9.2	14.3	5.6			29.1
Déłıne		0.5				0.5
Northern Indigenous		0.5				0.5
Fort Liard		1.1	1.2			2.3
Northern Indigenous		1.1	1.2			2.3
Fort Providence		1.4	0.1			1.5
Northern Indigenous		1.4				1.4
Canadian non-Indigenous			0.1			0.1
Fort Resolution		0.5				0.5
Northern Indigenous		0.5				0.5
Fort Simpson	1.0	2.9				3.9
Northern Indigenous	1.0	2.9				3.9
Fort Smith	0.4	6.4	3.1			9.9
Northern Indigenous		2.1	2.1			4.2
Canadian Indigenous			1.0			1.0
Canadian non-Indigenous	0.4	3.2				3.6
Did not declare		1.1				1.1
Gamèti	1.3					1.3
Tłıchq	1.3					1.3
Hay River	4.3	14.7	17.3	6.0		42.3
North Slave Métis		1.0	1.1			2.1
Tłıchq			1.4			1.4
Yellowknives Dene			1.2			1.2
Northern Indigenous	2.2	4.0	5.4	1.1		12.7
Canadian Indigenous		1.1				1.1
Canadian non-Indigenous	2.1	8.6	8.4	3.9		23.0
Did not declare				1.0		1.0

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Jean Marie River		2.2				2.2
Northern Indigenous		2.2				2.2
Kakisa		1.0				1.0
Northern Indigenous		1.0				1.0
Łutselk'e	0.6	2.2				2.8
Łutsël K'é Dené	0.6	2.2				2.8
Norman Wells	0.7	1.0	1.2			2.9
Northern Indigenous	0.7	1.0	1.2			2.9
Tulita		1.6				1.6
Canadian Indigenous		0.4				0.4
Canadian non-Indigenous		0.2				0.2
Did not declare		1.0				1.0
Whati	2.1	2.3	1.2			5.6
Tłıchq	2.1	2.3	1.2			5.6
Yellowknife	19.3	63.2	84.4	59.6	12.0	238.5
Kitikmeot Inuit		2.1				2.1
Łutsël K'é Dené		4.2				4.2
North Slave Métis	1.1	1.3	1.0	1.0		4.4
Tłıchq	0.4	3.5	12.7	1.6	1.0	19.2
Yellowknives Dene	1.0	2.0	3.8	1.1		7.9
Northern Indigenous	3.6	5.3	6.4	2.0		17.3
Canadian Indigenous		2.2	2.1	1.0		5.3
Canadian non-Indigenous	11.5	38.8	48.3	39.3	8.6	146.5
Other nationality	1.5	1.5	9.2	12.6	2.5	27.3
Did not declare		2.3	0.8	1.0		4.1
Grand Total	38.9	115.3	114.1	65.6	12.0	345.9

Table 3: Employment by Job Category - Diavik Southern

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Łutsël K'è Dené		2.0				2.0
North Slave Métis			5.0	1.1		6.1
Tłıchq		5.5	3.6			9.1
Yellowknives Dene		2.0	3.6	1.0		6.6
Northern Indigenous		14.0	3.0	3.0		20.0
Canadian Indigenous	2.1	4.5	12.7	1.5		20.8
Canadian non-Indigenous	8.7	78.5	211.9	77.1	1.8	377.9
Other nationality	0.6	11.6	30.9	24.3		67.4
Did not declare		3.6	11.2	5.1		19.9
Grand Total	11.4	121.7	281.9	113.1	1.8	529.9

Table 4: Employment by Job Category - Contractor Northern

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchokò	1.1	4.4	5.7	0.2		11.4
Tłıchq		4.4	5.7	0.2		10.3
Northern Indigenous	1.1					1.1
Did not declare			0.1			0.1
Fort Providence		1.8				1.8
Tłıchq		0.9				0.9
Northern Indigenous		0.9				0.9
Fort Smith		0.4				0.4
Did not declare		0.4				0.4
Gameti	0.4	1.9				2.3
Tłıchq		1.9				1.9
Yellowknives Dene	0.4					0.4
Gjoa Haven			1.0			1.0
Canadian non-Indigenous			1.0			1.0

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Hay River	1.4	0.9	2.7			5.0
Tłıchq		0.9				0.9
Northern Indigenous	1.4		1.1			2.5
Canadian non-Indigenous			1.1			1.1
Did not declare			0.5			0.5
Kakisa	1.0					1.0
Canadian Indigenous	1.0					1.0
Kugluktuk				0.1		0.1
Kitikmeot Inuit				0.1		0.1
Łutselk'e			0.1			0.1
Łutsël K'é Dené			0.1			0.1
Wekweeti			1.0			1.0
Tłıchq			1.0			1.0
Whati	3.1		1.1			4.2
Tłıchq	3.1		1.1			4.2
Yellowknife	30.1	11.0	19.1	2.9		63.1
Łutsël K'é Dené			2.7			2.7
North Slave Métis	0.9					0.9
Tłıchq	4.2	6.2	1.5			11.9
Yellowknives Dene	1.6		0.2			1.8
Northern Indigenous	2.4		1.9			4.3
Canadian non-Indigenous	16.1	3.4	8.3	1.5		29.3
Other nationality	3.0	0.5	1.3	0.2		5.0
Did not declare	1.9	0.8	3.1	1.2		7.1
Grand Total	37.0	20.4	30.7	3.3		91.4

Table 5: Employment by Job Category - Contractor Southern

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
North Slave Métis			0.5			0.5
Tłı̨chǫ	0.2	2.0	1.4			3.7
Northern Indigenous		0.9				0.9
Canadian Indigenous		2.9	5.8		1.0	9.7
Canadian non-Indigenous	26.0	28.2	159.6	20.5	3.7	238.0
Other nationality	1.4		4.8	2.7	0.2	9.0
Did not declare	2.9	7.4	23.1	8.2	1.3	42.9
Grand Total	30.6	41.4	195.3	31.3	6.2	304.7



Table 6: New Hires by Job Category – Diavik Northern

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchokò	6.1	1.7				7.8
Tłıchò	6.1	1.7				7.8
Déłıne		0.5				0.5
Northern Indigenous		0.5				0.5
Gameti	0.8					0.8
Tłıchò	0.8					0.8
Hay River	0.2	1.6				1.8
Northern Indigenous	0.2					0.2
Canadian non-Indigenous		1.6				1.6
Norman Wells	0.7					0.7
Northern Indigenous	0.7					0.7
Whati	1.0					1.0
Tłıchò	1.0					1.0
Yellowknife	5.6	5.0	1.7	5.0	0.5	17.8
North Slave Métis				1.0		1.0
Tłıchò	0.4		0.6	0.7		1.7
Yellowknives Dene	0.1	0.9				1.0
Northern Indigenous	2.4					2.4
Canadian non-Indigenous	2.1	4.1	0.6	0.5		7.2
Other nationality	0.5		0.5	2.8	0.5	4.3
Grand Total	14.4	8.8	1.7	5.0	0.5	30.4



Table 7: New Hires by Job Category – Diavik Southern

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
North Slave Métis			1.0			1.0
Canadian non-Indigenous	2.1	20.8	14.9	6.2	0.3	44.3
Other nationality	0.6	1.0	1.6	4.3		7.5
Did not declare		0.1	0.3			0.4
Grand Total	2.7	21.9	17.8	10.5	0.3	53.2



Table 8: New Hires by Job Category – Contractor Northern

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchokò		0.4		0.1		0.5
Tłıchq		0.4				0.4
Did not declare				0.1		0.1
Fort Providence		0.9				0.9
Tłıchq		0.9				0.9
Whati	0.2					0.2
Tłıchq	0.2					0.2
Yellowknife	1.9	0.4	0.5	0.1		2.9
Tłıchq	0.5	0.2				0.7
Northern Indigenous	0.4					0.4
Other nationality	0.9		0.5			1.5
Did not declare	0.1	0.2		0.1		0.4
Grand Total	2.0	1.7	0.5	0.2		4.4



Table 9: New Hires by Job Category - Contractor Southern

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Tłıchq		0.2				0.2
Canadian non-Indigenous		1.0	2.6			3.6
Other nationality		0.2	0.6	0.2	0.2	1.2
Did not declare	0.4	1.8	2.0	1.5	0.8	6.6
Grand Total	0.4	3.2	5.2	1.7	1.0	11.6



In Memoriam

Our lives were forever changed when four of our colleagues were lost in a plane crash outside Fort Smith, Northwest Territories on January 23, 2024. We will never forget them.

Joel Tetso

Diane Balsillie

Shawn Krawec

Howie Benwell



Artist: Darrell Chocolate from Gameti - www.darrellchocolatefineart.com



RioTinto
Diavik

Rio Tinto plc

6 St. James's Square
London SW1Y 4AD
United Kingdom
riotinto.com
T +44 (0)20 7781 2000

Diavik Diamond Mines (2012) Inc.

#300, 5201-50th Avenue
Northwest Tower 3rd Floor
Yellowknife, NT
Canada X1A 2P8
T +1 867 669 6500

Thank you to those who contributed photos, including Holly Samms,
Gavin McPhee, Patricia Stancheff, Sean Sinclair and Chris Auld