



BACK RIVER PROJECT Socio-Economic Monitoring Plan

March 2024

Revisions Log

Major revisions to the previous (i.e. March 2022) version of this *Socio-Economic Monitoring Plan* are described in the table below.

Section	Description (Major Revisions Only)
Various	Various editorial revisions and updates made throughout. For example, references to 'Sabina Gold & Silver Corp.' have been replaced with 'B2Gold Back River Corp. (B2Gold Nunavut)'.
Section 1	Reference to the Stakeholder Grievance Mechanism added.
Section 2	Monitoring program Objective #3 has been revised.
Section 3.1	References to relevant B2Gold Nunavut operating policies and practices have been added.
Section 5.3	<p>Three new indicators have been added, providing additional data to monitor economic effects of the Project. These include:</p> <ul style="list-style-type: none">• Number of Kitikmeot Qualified Businesses (total and by business type)• Taxes paid to government• Community donations <p>Several indicators have been renamed or modified, either for editorial reasons or to more accurately reflect tracking that will occur through B2Gold Nunavut's monitoring program. For example, the term 'personnel' is now used instead of 'employees and contractors'.</p>
Appendix B	Revised Inuit Personnel Survey included.

BACK RIVER PROJECT

SOCIO-ECONOMIC MONITORING PLAN

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1. Introduction

This document describes the *Socio-Economic Monitoring Plan* (SEMP or Plan) that B2Gold Back River Corp. (B2Gold Nunavut or the Company) will follow in the development and operation of the Back River Project (Project). The SEMP, and other management plans, are intended to describe the ways in which B2Gold Nunavut will monitor, address, or mitigate issues identified in the Project's Final Environmental Impact Statement (FEIS).

B2Gold Nunavut is committed to fostering sustainable development throughout all stages of its activities. We constantly strive to conduct our operations in a manner that balances the social, economic, cultural and environmental needs of the communities in which we operate. We are likewise committed to the health, safety, and well-being of our workforce and the stakeholders we work alongside. To achieve this commitment B2Gold Nunavut will make zero harm the primary goal in all our places of work, incorporate safety as a core value of our business, and integrate safety considerations into all that we do. This Plan supports B2Gold Nunavut's commitments related to sustainable development, social responsibility, and health and safety, and is a component of its broader Environmental, Social, and Governance (ESG) management and reporting system.

B2Gold Nunavut has collaborated with the Government of Nunavut (GN), Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), and the Kitikmeot Inuit Association (KIA) to develop a Terms of Reference (TOR) for the Back River Socio-Economic Monitoring Working Group (SEMWG TOR; Appendix A). The following SEMP has been informed by and is complementary to the TOR.

The SEMP has also been developed in accordance with internal Company and government regulatory requirements, and to be aligned with the current efforts of the Kitikmeot Socio-Economic Monitoring Committee (KSEMC). B2Gold Nunavut will continue to participate in the KSEMC, which is actively engaged in the monitoring of socio-economic conditions in local communities. The SEMP has been further informed by community-based research and input, and a review of literature including lessons learned from other mining and monitoring projects. B2Gold Nunavut is committed to managing the social and economic impacts of the Project in a way that maximizes potential beneficial outcomes and reduces, or where possible eliminates, adverse effects.

The SEMP is related to several specific management plans developed to respond to, manage, and/or mitigate potential social and economic effects identified in the FEIS. The primary socio-economic management plans that have been identified for the Project include:

- *Inuit Human Resources Plan*
- *Inuit Business Development Plan*
- *Community Engagement Plan*
- *Stakeholder Grievance Mechanism*

Effective implementation of these management plans depends on good measurement and tracking of socio-economic change. Monitoring is important to confirm the baseline status of social and economic conditions in communities across the Kitikmeot Region, and to measure and track potential changes over time. Such monitoring allows for the identification, evaluation and, ultimately, a management response to social and economic changes, as and where appropriate. Monitoring enables Project managers, governments, and community leaders alike to assess the

extent to which such changes are related in whole or in part to the development of the Project. In this way, the SEMP supports the effective implementation of certain management plans for the Project.

2. Scope and Objectives

The SEMP was developed to comply with relevant sections of the Nunavut Agreement (NA) and relevant directives outlined in the FEIS guidelines (NIRB 2013). Beyond regulatory compliance, the purpose of the monitoring program is to help ensure the Project fulfills best practices in social responsibility as it relates to community engagement, capacity building, and realization of benefits from the Project, especially for Inuit. Equally, monitoring will provide relevant and timely information to enable Project managers, governments, and community leaders to respond proactively to potential risks and adverse socio-economic effects. Data and analysis generated by the monitoring program will support an adaptive management approach.

This SEMP is a 'living document'. It will be regularly updated based on management reviews, incident investigations, regulatory changes, or other relevant Project-related changes. The SEMP may be revisited and updated or adapted as required. As B2Gold Nunavut works to address impacts and enhance benefits over time, changes may be made to this program to better achieve desired outcomes. An adaptive management strategy enables engaged parties to instigate change where required and to employ the use of new data and best practices as they become available, using information generated by the monitoring program throughout the life of the Project.

In support of these broad aims, there are three main objectives of the monitoring program:

1. Verify the accuracy of key predictions made in the FEIS with respect to the direction and magnitude of socio-economic effects, gauge the efficacy of mitigation measures, and facilitate early identification of any unanticipated effects.
2. Contribute to and support adaptive management through evaluation of planned mitigation measures. Monitoring results will be used to provide a basis from which to develop additional or alternative mitigation plans in cases where initial mitigation measures are insufficient or ineffective.
3. Meaningfully consider and incorporate community perspectives and Traditional Knowledge (TK) into the monitoring program, when and as appropriate.

3. Applicable Guidance and Legislation

3.1 B2GOLD NUNAVUT OPERATING RULES AND PRACTICES

B2Gold Nunavut is committed to contributing to the social, cultural, and economic development of sustainable communities near our operations. To this end, socio-economic monitoring is important to:

- Help ensure that Project impacts and benefits are being realized according to or better than predicted.
- Inform adaptive management should changes be required to Project activities, such that Project benefits are maximized and adverse effects on communities are minimized.

B2Gold Nunavut supports the sharing of monitoring information with governments, communities, and other stakeholders, and their participation in evaluating and responding to changing socio-economic conditions.

Per B2Gold's *Social Responsibility and Human Rights Policy*, the Company will create a positive and sustainable legacy by understanding and managing the social and economic impacts and opportunities resulting from its presence. B2Gold Nunavut will engage openly and respectfully with stakeholders to understand and respond to their perspectives throughout the mine life.

B2Gold Nunavut will seek to gain and maintain support for its presence by considering and responding to stakeholder perspectives when creating plans and carrying out activities that will affect them, including this *Socio-Economic Monitoring Plan*. For example, this Plan will continue to be shared for comment with relevant stakeholders including the Nunavut Impact Review Board (NIRB) and members of the Back River Socio-Economic Monitoring Working Group (SEMWG). As noted previously, various components of this Plan have already been informed by community perspectives and feedback shared with the Company.

More broadly, B2Gold Nunavut will work with community and government stakeholders and support social and economic development, including through community investment, local employment, and local procurement. One important way community benefits from the Project can be delivered is by providing meaningful employment and economic development opportunities directly to Inuit, which this Plan aims to support through relevant monitoring and adaptive management initiatives.

B2Gold also maintains a *Social Performance Management System* which outlines the Company's expectations and requirements for the delivery of socially responsible performance and the management of social risks across all B2Gold related business activities and departments. There are 12 Performance Standards which derive from B2Gold policy and are consistent with international best practice. The *Social Baseline & Impact Assessment and Management Standard* establishes requirements for obtaining appropriate social baseline information and identifying and managing the positive and negative impacts from site activities on local stakeholders.

Requirements of the *Social Baseline & Impact Assessment and Management Standard* relevant to this SEMP include (but are not necessarily limited to):

- Annually review the effectiveness of social management plans, processes, and controls, including input from affected stakeholders, and adjust plans and processes accordingly.

- Communication of the nature and management of social impacts internally and externally.
- Review and update social baseline data at key intervals.
- Review and update social impact assessments at key intervals.

These requirements are addressed, in part, through the monitoring approach outlined in this Plan (see Section 5 for additional details). Pertinent requirements of B2Gold's *Social Performance Management System* have also been addressed through the Project's FEIS process and documentation, other relevant Project management plans, and existing monitoring and adaptive management processes at the Project.

3.2 GOVERNMENT LEGISLATION AND POLICIES

Referencing Article 12, Part 7 of the NA, NIRB (2018) provides details on project-specific monitoring programs which may be required under a NIRB Project Certificate. Specifically, the purpose of these programs is to:

- a. measure the ecosystemic and socio-economic environments of a project;
- b. assess whether the project is in compliance with the prescribed project terms and conditions;
- c. share information with regulatory authorities to support enforcement of land, water or resource use approvals and agreements; and
- d. assess the accuracy of the predictions contained in the impact statement.

NIRB requirements specific to the environmental assessment of the Project were defined in the FEIS guidelines for the Back River Project (NIRB 2013). Initial SEMP versions were developed in anticipation of their being a requirement for the development of a Project-specific SEMP, consistent with current practice in Nunavut. NIRB Project Certificate No. 007 subsequently contains Terms and Conditions pertaining to the establishment of a Project-specific socio-economic monitoring program, which this SEMP addresses.

4. Roles and Responsibilities

The General Manager, Goose Site will maintain overall responsibility for the Plan. Day-to-day implementation of the SEMP, as well as on-going performance evaluations, updates or revisions to the SEMP, will be the responsibility of the Director, Indigenous & Northern Affairs or similar position, or another designated management personnel with requisite skill set and experience. The Director, Indigenous & Northern Affairs may also delegate responsibility for specific components of the SEMP to other personnel. Other supporting roles and responsibilities of staff will be identified during implementation based on needs.

B2Gold Nunavut is committed to regular engagement with NIRB, the Project's Inuit Environmental Advisory Committee (IEAC), SEMWG, KSEMC, KIA, and Kitikmeot communities and seeking feedback on potential areas for improvement in the SEMP over the life of the Project. The KSEMC is actively engaged in the monitoring of socio-economic conditions in local communities and B2Gold Nunavut will continue to participate in this ongoing initiative. The role of these organizations, community stakeholders, and the public is important to support continual improvement and adaptive management.

5. Monitoring Program

The socio-economic monitoring program is for use by the General Manager, Goose Site; Director, Indigenous & Northern Affairs; and the SEMWG, in collaboration with the Manager, Supply Chain; and the Director, Human Resources & Organizational Development (or designates). It serves as a means to track the accuracy of impact predictions, to guide implementation activities and, when necessary, initiate adaptive management measures. Furthermore, B2Gold Nunavut will engage the SEMWG on topics related to Project-specific socio-economic monitoring. As described in the TOR for the SEMWG (Appendix A), this group will be comprised of individuals representing B2Gold Nunavut, the GN, Government of Canada (CIRNAC), and KIA. The following section outlines the scope and approach of the Project's socio-economic monitoring program.

5.1 SCOPE OF MONITORING PROGRAM

The scope of the SEMP includes both spatial and temporal dimensions. The spatial boundary for monitoring socio-economic effects reflects the communities and region of the local study area (LSA) and the regional study area (RSA), as defined for the Socio-Economic Effects Assessment of the FEIS (Volume 8, Chapter 3). The LSA includes the Kitikmeot Region communities of Cambridge Bay, Gjoa Haven, Kugaaruk, Kugluktuk, and Taloyoak (Figure 5-1). The RSA includes the entire territory of Nunavut. Annually produced data will be presented where available. For consistency, indicators will be developed in line with the jurisdictions for which necessary data and statistical information are collected and tracked. For the purposes of this program, data will be tracked, whenever possible, at the local level for both the Project itself and for the communities identified in the LSA. In some cases, data for the LSA communities may be aggregated to facilitate analysis. Regional data will be collected, tracked, and monitored, where relevant and available, for both the Kitikmeot Region and for Nunavut as a whole.

Through the SEMP and annual reporting to NIRB, B2Gold Nunavut commits to socio-economic monitoring throughout all phases of the Project as long as there is a reasonable expectation of Project-related impacts to the socio-economic environment. The temporal extent of the monitoring program will include Construction, Operation, and Reclamation and Closure phases, as well as Temporary Closure and Care and Maintenance phases of the Project. Regular and systematic collection of data will take place annually. Analysis and reporting will be done on an annual basis or as required by NIRB. Additional details on the scope of the monitoring program can be found in the SEMWG TOR (Appendix A).

The monitoring program also addresses certain Terms and Conditions contained in NIRB Project Certificate No. 007. For example, Appendix B contains an Inuit Personnel Survey to address Term and Condition Nos. 75 and 84. Appendix C contains 'Guidance for Incorporating Community Perspectives and Traditional Knowledge in the Back River Project's Monitoring Programs' to address Term and Condition No. 78 and others. Appendix D contains B2Gold Nunavut's 'Outfitting/Guiding Business Consultation Protocol' to address Term and Condition No. 81.

Figure 5-1: Project Area, Regional Perspective



5.2 APPROACH TO MONITORING

The SEMP is organized according to Valued Socio-Economic Components (VSECs) established for the FEIS and, where practical, aligned with reporting practices used by the KSEMC. Central to the monitoring program is the identification of appropriate indicators that can be used to measure and track changes in social and economic conditions (e.g. community characteristics/components) especially with respect to those that may in whole or in part be a result of, or in response to, impacts and effects of the Project.

The monitoring program relies, in part, on quantifiable measures of social and economic components or phenomena. Official government statistics and census data will be the primary sources of data for indicators related to the territory, region, or communities including, for example, demand on social services, crime statistics, or population patterns. The GN tracks a variety of data, much of which has been used by the KSEMC in their previous reports. The current

program will also draw on GN data for consistency with KSEMC reporting. B2Gold Nunavut will additionally collect Project-specific data on topics such as employment, training, business opportunities, and lost-time incidents. Proponent generated data will help to isolate specific effects and changes related to the Project.

The indicators will consist of measurable criteria that can be linked either directly or indirectly to potential Project effects. Where possible, the focus will be on those effects of greatest interest or concern to communities, and appropriate indicators will be linked to various policies, guidelines, or other initiatives put forth by B2Gold Nunavut so as to be able to measure and track the efficacy of such efforts.

The monitoring program, in keeping with KSEMC and northern industry practice, is built around quantifiable phenomena which are assumed to give an objective, value-free measure of change. Quantifiable metrics, as noted, may also be proxies for potentially less tangible aspects of social or economic change. It is desirable to support the use of quantifiable indicator data and trends with input and feedback from key stakeholders. Information collected through the activities of B2Gold Nunavut's *Community Engagement Plan* will add important qualitative detail and context necessary to ensure the reliability and accuracy of selected indicators and the interpretation of trends and results. Appendix C further describes how B2Gold Nunavut will incorporate community perspectives and TK in the Project's monitoring programs. In addition, the participation of individuals in the KSEMC and SEMWG is expected to facilitate the consideration and inclusion of community perspectives and TK throughout the socio-economic monitoring process and in subsequent reporting. Discussion to identify opportunities to consider and include community perspectives and TK within the monitoring process will be an important function of the SEMWG.

5.3 INDICATOR SELECTION, RATIONALE, AND ASSUMPTIONS

The indicators for the SEMP, and the corresponding socio-economic phenomena that are to be measured or tracked, are defined in Table 5.3-1. These metrics were in several cases selected as a proxy measurement of potential changes in community characteristics or components that may be linked to the activities of the Project. Indicators have been presented for VSECs assessed in the FEIS and are typically linked to: a) residual effects identified in the FEIS, or b) Project Certificate Terms and Conditions. For each indicator, a data source is also presented. Relevant data may be presented at the territorial, regional, and/or local level. In this context, the territorial level refers to Nunavut, the regional level refers to the Kitikmeot Region, and the local level refers to each of the Kitikmeot Region communities. Some data may also be presented at the Project level.

Indicators are used to characterize possible community impacts. Indicators were selected based on a number of criteria, including:

- The link between the indicator and impact of concern.
- The correspondence of the indicator to community and corporate values.
- The sensitivity of the indicator to changes in socio-economic conditions.
- The ability of the indicator to be measured accurately.
- The feasibility of data collection from existing sources.
- The adequacy of spatial and temporal coverage.
- The ease of interpretation of results.

The selected indicators are used to identify potential changes of interest or concern, not to fully characterize those changes or explain the reasons behind the observed changes. Changes in monitored elements of a community may be directly or indirectly a result of Project activities, or may ultimately be unrelated to the Project. As is the purpose of a monitoring system, the indicators may be used to identify areas of potential concern for further investigation and/or action.

Selection of the indicators below was based on past experience, examples from other projects in Nunavut, and insights provided by the KSEMC and other stakeholders. It must be emphasized these indicators are subject to potential further revision. The selected indicators, data sources and collection methods, and analysis methods will undergo regular review by B2Gold Nunavut and SEMWG members and may be updated again in the future if improvements are required. This will help ensure the indicators are appropriate and complete, where possible, and capable of measuring socio-economic changes that are of concern to stakeholders.

B2Gold Nunavut will provide data for several indicators. The remaining indicators will be based on readily available GN and federal government data, and other sources as necessary.

Thresholds may be developed for some indicators in the future and may be done in consultation with relevant stakeholders (e.g. SEMWG). Where Project performance is addressed by the Inuit Impact and Benefit Agreement (IIBA), it is anticipated that applicable thresholds from the IIBA may be used. In other cases, residual effects may be assessed (i.e. using indicator data) against selected parameters from the FEIS including direction (e.g. positive, negative) and where appropriate, magnitude. In these cases, management action may be triggered when annual performance is below threshold/parameter. This may involve an evaluation of existing mitigation and management measures, and identification of appropriate adjustments. Thresholds may be identified in this Plan, if appropriate, in the future.

Table 5.3-1. Back River Project Socio-Economic Monitoring Program Indicators

VSEC	Residual Effect or Project Certificate Term & Condition	Topic	Indicator(s)	Data Source
Population Demographics	Residual Effect	N/A	N/A	N/A
	Project Certificate Term & Condition	Demographic change (T&C No. 77)	Population estimates	NBS and Statistics Canada
			Number of Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Employee relocations	B2Gold Nunavut
Employment	Residual Effect	Changes to employment and income levels	Number of Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Hours worked by Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Number and percentage of Inuit in each job category	B2Gold Nunavut
			Median total income of taxfilers with income	NBS
			Percentage of population receiving social assistance	NBS
		Changes to the capacity of the labour force	Number of Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Hours worked by Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Number and percentage of Inuit in each job category	B2Gold Nunavut
			Employee promotions (by gender and ethnicity)	B2Gold Nunavut
		Changes to competition for local labour	Inuit personnel who left employment positions in their community	B2Gold Nunavut (survey data)
			Turnover rate (by gender and ethnicity)	B2Gold Nunavut
			Reasons for Inuit turnover	B2Gold Nunavut
	Project Certificate Term & Condition	N/A	N/A	N/A
Business Opportunities	Residual Effect	Changes to the growth and diversity of Inuit and northern businesses	Project business expenditures (total and by business type)	B2Gold Nunavut
			Number of registered Inuit Firms	NTI
			Number of Kitikmeot Qualified Businesses (total and by business type)	KIA
	Project Certificate Term & Condition	N/A	N/A	N/A
Economic Development	Residual Effect	Changes to economic growth, diversity, and performance	Personnel payroll amounts (by origin and ethnicity where appropriate)	B2Gold Nunavut
			Taxes paid to government	B2Gold Nunavut
			Community donations	B2Gold Nunavut
			Project business expenditures (total and by business type)	B2Gold Nunavut
			Number of registered Inuit Firms	NTI
			Number of Kitikmeot Qualified Businesses (total and by business type)	KIA
	Project Certificate Term & Condition	N/A	N/A	N/A
Education and Training	Residual Effect	Changes to the demand for education and training	Hours of training completed (by total, type, and ethnicity)	B2Gold Nunavut
			Number of Inuit apprenticeships	B2Gold Nunavut
			Secondary school graduation rate	NBS
			NAC full-time enrollment	NAC

VSEC	Residual Effect or Project Certificate Term & Condition	Topic	Indicator(s)	Data Source
		Changes to youth attitudes and behaviours toward education and training	Number of Inuit apprenticeships	B2Gold Nunavut
			Secondary school graduation rate	NBS
			NAC full-time enrollment	NAC
	Project Certificate Term & Condition	Employee education trends (T&C No. 75)	Inuit personnel education	B2Gold Nunavut (survey data)
Health and Community Well-Being	Residual Effect	Changes to life skills of individuals	Hours worked by Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Hours of training completed (by total, type, and ethnicity)	B2Gold Nunavut
			Utilization rate of Employee and Family Assistance Program (EFAP)	B2Gold Nunavut
		Changes to individual and family spending	Number of impaired driving violations	NBS
			Number of drug violations	NBS
			Crime rate	NBS
		Changes to family/household structure	Marital status	Statistics Canada
	Project Certificate Term & Condition	Access to housing (T&C No. 84)	Inuit personnel changes of address, housing status, and migration intentions	B2Gold Nunavut (survey data)
	Other	Health centre utilization	Number of health centre visits per capita	NBS
		GN emergency health service utilization	Number of times GN emergency health services required	B2Gold Nunavut
		Lost time incidents	Lost time incidents	B2Gold Nunavut
		Stakeholder grievance resolution	Number of grievances filed, by category	B2Gold Nunavut
			Number of resolved grievances	B2Gold Nunavut
			Number of outstanding or unresolved grievances	B2Gold Nunavut
			Average grievance resolution time	B2Gold Nunavut
Non-Traditional Land and Resource Use	Residual Effect	Changes to the experience of the natural environment	Number of grievances filed pertaining to non-traditional land and resource use	B2Gold Nunavut
	Project Certificate Term & Condition	N/A	N/A	N/A
Subsistence Economy and Land Use	Residual Effect	Changes in access to land and resources	Number of land use visitor person-days at Project sites	B2Gold Nunavut
			Number of wildlife compensation payments made	B2Gold Nunavut
			Number of grievances filed pertaining to the subsistence economy and land use	B2Gold Nunavut
		Changes to the experience of the natural environment	Number of land use visitor person-days at Project sites	B2Gold Nunavut
			Number of wildlife compensation payments made	B2Gold Nunavut
			Number of grievances filed pertaining to the subsistence economy and land use	B2Gold Nunavut
	Changes to the abundance and distribution of resources	Potential effects are tracked through B2Gold Nunavut's terrestrial, freshwater, and marine environment monitoring programs		
	Project Certificate Term & Condition	Public use of Winter Ice Road (T&C No. 80)	Number of times public use of the Project's Winter Ice Road reported	B2Gold Nunavut

5.4 INTERPRETATION, EVALUATION, AND REPORTING

Interpretation and analysis of indicator data are core dimensions of the SEMP and require a rigorous evaluation of assumptions. One of the key challenges will be to determine the meaning of observed change. That is, does a particular change in the indicator variable or metric indicate a change for the better or worse? What is the relative influence of the Project as a driver of change in any one or series of indicator data? Technical expertise and TK/community knowledge and experience will inform the analysis of indicator data and the interpretation of trends.

Previously, KSEMC members stated a preference for information on rates and trends to assist with the comparability of indicator statistics. A preference for community-level data over more general territorial data has also been stated when possible, although the availability of community data is typically more limited and dependent on what is published and available from government.

Where practical, reporting will be consistent with the format and approach suggested by the KSEMC for efficiency and comparability. In the monitoring report, indicators will be defined in plain language including what is being measured, how it is being measured, and the meaning and reliability of the findings. Where appropriate, results from the monitoring program will be discussed and assessed in the context of community development goals and anticipated stakeholder benefits as these relate to specific commitments and expected outcomes from the Project.

The findings of the monitoring program will be reviewed in collaboration with members of the SEMWG, as well as the larger KSEMC, and will be used to inform modifications and updates to the SEMP if necessary. Internally, the findings of the monitoring program will also be reviewed by the General Manager, Goose Site; Director, Indigenous & Northern Affairs; Manager, Procurement; and Director, Human Resources & Organizational Development (or other designates) with respect to the performance of relevant Project mitigation and management plans. Key findings and recommendations will be incorporated into an annual report to NIRB. Reporting of monitoring results will also be provided to the SEMWG and KSEMC. Additional details on the scope of the monitoring program can be found in the SEMWG TOR (Appendix A).

The SEMP has been developed to help ensure the Project fulfills best practices in social responsibility as it relates to community engagement, capacity building, and realization of benefits from the Project, especially for Inuit. Equally, monitoring will provide relevant and timely information to enable Project managers, governments, and community leaders to respond proactively to potential risks and adverse socio-economic effects.

B2Gold Nunavut recognizes the Project will present Kitikmeot Inuit communities with both substantial opportunities as well as changes to current social and economic conditions. B2Gold Nunavut is committed to implementing measures to enhance the benefits of the Project for individuals residing in the Kitikmeot Region. Mitigating existing and potential impacts, and promoting individual, family, and community well-being is a shared responsibility of B2Gold Nunavut, KIA, hamlets, and the GN. Commitments to enhance regional employment and training, and the provision of community programs and services to enhance community well-being do not impose responsibility on B2Gold Nunavut to assume the role of government. B2Gold Nunavut will cooperate in these efforts. For the benefits of the Project to be fully realized at the local level communities must be engaged in the implementation of strategies to build capacity to enhance well-being, which contributes to their ability to deal with current and future challenges and to retain benefits beyond the life of the Project.

There is inherently some uncertainty associated with predicting social impacts prior to the implementation of Project activities. The process of socio-economic monitoring may also require many years of data to effectively discern some trends and their causes. Even then, various factors can influence trend causality, and these may not be easy to individually measure or confirm. B2Gold Nunavut will work to address impacts and enhance benefits as they are identified over time. Adaptive management is a method used in the creation and implementation of B2Gold Nunavut's management plans, and the monitoring program enables engaged parties to instigate change where required and to employ the use of new data and best practices as they become available. Data and analysis generated by the monitoring program will support an adaptive management approach within each of the plans. Further, the adoption of adaptive management practices enables engaged parties to adjust plans based on the findings of the monitoring program throughout the life of the Project.

The Plan will be reviewed annually by B2Gold Nunavut for potential improvements. Likewise, the Plan will evolve to reflect emerging best practices and any significant Project changes. Modifications to the Plan may be described in annual reports and revised versions of the Plan will be prepared and distributed to appropriate parties, as necessary. Reports on Plan outcomes and performance, as well as any recommended additional adaptive management actions, will also be prepared for internal Company distribution and use, as required. The Plan will be evaluated against its defined scope and objectives (Section 2). Relevant findings may be shared with NIRB.

6. Summary

The Project aims to provide employment that will attract, develop, and retain qualified personnel, and provide business opportunities that support the development of suppliers in the Kitikmeot Region, while supporting the health and well-being of Kitikmeot Region communities and the continuation of traditional activities and practices. The SEMP details methods and indicators for use in tracking the outcomes of the *Inuit Business Development Plan*, *Inuit Human Resources Plan*, *Community Engagement Plan*, and *Stakeholder Grievance Mechanism* as well as other aspects of socio-economic performance. The SEMP incorporates the monitoring of these plans and aligns with existing regional socio-economic monitoring in Nunavut.

The objective of the SEMP is to collect and analyze information on socio-economic conditions and trends to inform ongoing management and mitigation of the potential social and economic effects identified in the FEIS. It also facilitates best practices in social responsibility as it relates to community engagement, capacity building, and realization of benefits from the Project. The monitoring program is based on an adaptive management approach designed to enable Project managers and community leaders to respond proactively and in a timely manner to any undesirable changes to socio-economic conditions.

References

B2Gold/B2Gold Nunavut Management Plans and Policies:

Community Engagement Plan (March 2024 Version)

Inuit Human Resources Plan (March 2024 Version)

Inuit Business Development Plan (March 2024 Version)

Stakeholder Grievance Mechanism (March 2024 Version)

Social Responsibility and Human Rights Policy (Effective Date: July 21, 2020)

Social Performance Management System (Issue Date: March 18, 2021)

Other:

Nunavut Impact Review Board (NIRB). 2013. *Guidelines for the Preparation of an Environmental Impact Statement For Sabina Gold & Silver Corp.'s Back River Project*. (NIRB File No. 12MN036). Cambridge Bay, Nunavut.

Nunavut Impact Review Board (NIRB). 2018. *Proponent's Guide*. NIRB Technical Guide Series. December 2018. Accessed February 5, 2020. <http://www.nirb.ca/guides>

Appendix A: SEMWG Terms of Reference

BACK RIVER PROJECT SOCIO-ECONOMIC MONITORING WORKING GROUP

TERMS OF REFERENCE

1 PURPOSE

- 1.1 This document sets out the terms of reference (“Terms of Reference”) for the Back River Project Socio-Economic Monitoring Working Group (the “Working Group”) in relation to the Socio-Economic Monitoring Program (the “Program”) for Sabina Gold & Silver Corp.’s (“Sabina”) Back River Project (the “Project”). This is a revision to a previous Draft Terms of Reference developed for the Working Group, dated July 28, 2015. This Working Group aims to support the Kitikmeot Socio-Economic Monitoring Committee (the “KSEMC”) in its regional monitoring initiatives, and to support the Program. The Working Group will identify and discuss areas of mutual interest to the Parties and socio-economic monitoring priorities of the KSEMC related to the Project.
- 1.2 The parties agree that the purpose of the Program is described in Section 135 of the *Nunavut Planning and Project Assessment Act* (“NuPPAA”) and Article 12, Part 7 of the *Nunavut Agreement* (“NA”), the relevant portions of which provide as follows:

NuPPAA section 135(3):

The purpose of a monitoring program is to:

- (a) measure the impact of the project on the... socio-economic environments of the designated area;*
- [and]...*
- (d) assess the accuracy of the predictions contained in the project impact statement.*

NA section 12.7.2:

The purpose of a monitoring program set up pursuant to Section 12.7.1 shall be:

- (a) to measure the relevant effects of projects on the... socio-economic environments of the Nunavut Settlement Area;*
- [and]...*
- (d) to assess the accuracy of the predictions contained in the project impact statements.*

- 1.3 The Working Group is intended to help satisfy and fulfil parts of the Terms and Conditions set out in the Back River Project Certificate (No. 007) issued by the Nunavut Impact Review Board (the “NIRB”) to the extent this Project Certificate addresses socio-economic monitoring.

2 KSEMC AND REGIONAL MONITORING BACKGROUND

- 2.1 The KSEMC is a forum for stakeholders to meet on an annual basis and present data, and to discuss and consider socio-economic impacts and benefits of mining and other projects in the Kitikmeot Region.
- 2.2 The KSEMC will review the Program results annually, and may review areas of mutual interest and socio-economic monitoring priorities as identified by the Working Group.
- 2.3 The KSEMC supports a collaborative monitoring framework by providing data to support socio-economic impacts monitoring, and providing recommendations related to socio-economic monitoring and mitigation.

3 WORKING GROUP MEMBERSHIP AND MEMBER ROLES AND RESPONSIBILITIES

- 3.1 The Working Group consists of:
 - a. at least one Sabina representative (who is chair of a meeting if it relates to Project monitoring);
 - b. at least one Government of Nunavut representative (who is chair of a meeting if it relates to territorial monitoring);
 - c. at least one Government of Canada representative; and
 - d. at least one Kitikmeot Inuit Association (KIA) representative.
- 3.2 Each member is responsible for the costs they incur to participate in activities of the Working Group.
- 3.3 Sabina will:
 - a. identify indicators and share Project-specific data that relates to the Program, which will include preparing a socio-economic monitoring plan and methodology (to be presented in the annual Program Report, as described in Section 5.1 of this Terms of Reference, or other relevant document);
 - b. participate in the collaborative analysis and interpretation of data for reporting purposes;
 - c. present the effectiveness of Sabina's socio-economic mitigation measures to the other members of the Working Group for review;
 - d. prepare and provide presentations summarizing annual Program Report findings and conclusions for the KSEMC; and
 - e. when chairing meetings related to Project monitoring, develop and circulate agendas, and record and circulate meeting notes.
- 3.4 The Government of Nunavut will:

- a. identify indicators and share Government of Nunavut-sourced data that relates to the Program and other KSEMC reporting requirements;
- b. participate in the collaborative analysis and interpretation of data for reporting purposes;
- c. review the effectiveness of Sabina's socio-economic mitigation measures; and
- d. when chairing meetings related to territorial monitoring, develop and circulate agendas, and record and circulate meeting notes.

3.5 The Government of Canada will:

- a. identify indicators and share applicable socio-economic data from the Nunavut General Monitoring Plan;
- b. participate in the collaborative analysis and interpretation of data for reporting purposes; and
- c. review the effectiveness of Sabina's socio-economic mitigation measures.

3.6 The KIA will:

- a. identify indicators and share applicable KIA-sourced socio-economic data that relates to the Program, if available and appropriate;
- b. participate in the collaborative analysis and interpretation of data for reporting purposes; and
- c. review the effectiveness of Sabina's socio-economic mitigation measures.

3.7 Collection, use, and disclosure of information and data under these Terms of Reference, by each member of the Working Group, is subject to any rules governing the collection, use, and disclosure of personal and/or confidential information and data, applicable to each member respectively, in accordance with the provisions of any privacy legislation or corporate policies. This obligation survives the dissolution of the Working Group and the existence of the Project.

3.8 The parties acknowledge that:

- a. Sabina is best able to collect and provide data concerning workforce information, employment, training and procurement in relation to the Project;
- b. the Government of Nunavut and the Government of Canada are best able to collect and provide public statistics on general health and well-being, food security, demographics and other socio-economic indicators at the community and territorial level; and
- c. the Kitikmeot Inuit Association is best able to provide information and data relating to Inuit land use and culture at the community and regional level, if available and appropriate.

4 WORKING GROUP MANDATE

4.1 The Working Group aims to support the development and execution of the Program framework and to undertake collaborative monitoring in order to identify and access data in relation to the

Program. This data may be useful for improving the socio-economic performance of the Project. Collaborative monitoring will involve combining Project-specific performance data with data generated or provided by other members of the Working Group (or other sources, as appropriate) in order to support adaptive management measures implemented by the Working Group members, and to minimize adverse effects and maximize benefits from the Project. The Working Group will act as a forum for addressing technical aspects of the Program, with the objective that any issues raised on the Program will be dealt with directly by the Working Group itself. For greater clarity, the Working Group will act in an advisory manner only and the decisions of it or its members will not be considered binding upon Sabina. Working Group members are also free to raise Program-related issues directly with other relevant oversight bodies (e.g. NIRB).

- 4.2 More detailed decision-making, communication, and follow-up processes for the Working Group may be developed in the future. Updates on this topic will be provided in future Program Reports or a revised Terms of Reference.
- 4.3 The Working Group shall monitor the Program by:
 - a. analyzing the monitoring data in order to assess the accuracy of socio-economic impact predictions made in the Final Environmental Impact Statement of the Project;
 - b. assessing the effectiveness of current practices to mitigate adverse effects and enhance positive effects of the Project;
 - c. obtaining early warning should mitigation measures or measures to enhance positive effects not be achieving their intended outcome; and
 - d. providing timely detection of unanticipated outcomes.
- 4.4 The Working Group aims to improve understanding of prioritized socio-economic issues in order to increase confidence in socio-economic assessment predictions.
- 4.5 The Working Group will provide monitoring data and objective analysis in a manner that is collaborative, focused, efficient and cost-effective.

5 REPORTING AND COMMUNICATION

- 5.1 Following Project Certificate issuance and Sabina's decision to proceed with Project construction, Sabina will prepare an annual socio-economic report for the Project (the "Program Report"), which will be attached to its Annual Report submission to the NIRB. Sabina shall submit annual Program Reports to NIRB on or before March 31 of each year, containing data with respect to the previous calendar year (January to December) which may be presented at the Project, community, and/or regional scale. The Program Report will further describe Sabina's participation on the KSEMC, other collaborative socio-economic

monitoring processes, and other relevant activities related to understanding socio-economic processes.

- 5.2 Where possible, issues raised by the KSEMC and Working Group on the Program Reports will be addressed in-person by Sabina and recorded in meeting notes (i.e. during KSEMC and Working Group meetings); however, these issues may also be addressed in future Program Reports. Sabina will also address any relevant Terms and Conditions from Project Certificate No. 007 directly in its Program Report or Annual Report submission to the NIRB.¹

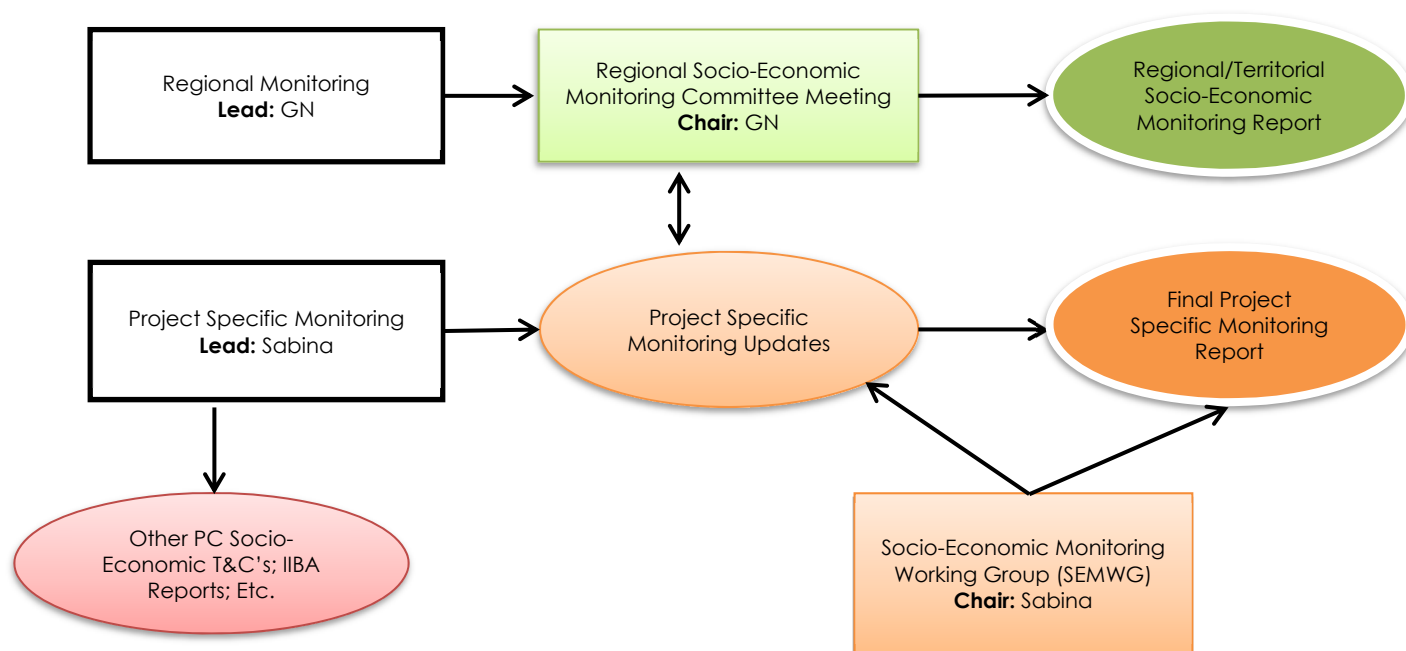
6 MEETINGS

- 6.1 Following Project Certificate issuance and Sabina's decision to proceed with Project construction, the Working Group will meet for as long as the Project remains in either its construction, operation, or active closure phases.
- 6.2 The Working Group will attempt to meet at least twice per year for the purposes of reviewing and providing direction on the development of the Program Report. One of these annual meetings is anticipated to occur concurrently with annual KSEMC meetings. Results and plans related to the annual Program Report will be discussed so that Working Group members have opportunities to provide feedback. Sabina will endeavor to work collaboratively with Working Group members to address any issues that are raised.
- 6.3 The Working Group will attempt to meet at least once a year for its members to engage in the analysis and interpretation of data to support the KSEMC Report. This meeting may occur concurrently with one of the meetings identified in Section 6.2.
- 6.4 Parties may change the meeting schedule by agreement in writing by all members of the Working Group.
- 6.5 The Working Group will endeavor to meet in-person whenever practical. However, recognizing Nunavut's unique logistical challenges and the competing deadlines involved in reporting, teleconferences and email circulation will also satisfy meeting requirements if agreed to in writing by all members.

¹ This includes Term and Condition No. 77 which requests the process used to monitor demographic changes be described in the SEMWG Terms of Reference. However, Sabina considers its annual reports and/or Socio-Economic Monitoring Plan to be more appropriate locations for this information.

7 RELATIONSHIP WITH REGIONAL AND TERRITORIAL MONITORING

7.1 The diagram below outlines the relationship between Project-specific monitoring and regional/territorial monitoring, and their respective reporting requirements:



8 PROJECT CLOSURE

8.1 Mine Closure

Sabina will consult the Working Group and KSEMC two (2) years in advance of the expected end of operations for the Project. The goals of this consultation will be:

- to better inform Project-specific socio-economic closure planning; and
- to keep the Working Group and KSEMC informed of the progress of planning leading up to the submission of any required Project-specific socio-economic management/closure plans, submitted under the final closure plan.

Sabina will include any specific measures that may mitigate, at least to some extent, the potential for negative effects as a result of Project closure in its planning.

8.2 Premature Mine Closure

In the event of premature (whether temporary or final) closure of the Project, Sabina will consult with the Working Group and KSEMC before submitting any required Project-specific socio-economic management/closure plans. Sabina will also investigate the possibility of

providing relevant information to the Working Group earlier in the Project lifecycle and providing updates as necessary.

9 RELATIONSHIP TO IIBA OBLIGATIONS

9.1 The parties recognize that this Terms of Reference is separate from any obligations under the IIBA, or other agreements, between Sabina and the KIA and that the mandate of the Working Group shall not include monitoring of the IIBA.

9.2 Any sharing of confidential or commercially sensitive information with the Working Group related to the IIBA, or other agreements, will be guided by the confidentiality provisions of the IIBA or those other agreements.

10 REVIEW OF TORs

These Terms of Reference may be reviewed by the Working Group periodically and at least once every two years for any required changes that may be applicable as the Project evolves from construction, through operations and closure. Similarly, as any other exploration or mine development activities of Sabina are approved within the Kitikmeot Region, these Terms of Reference may be reviewed and amended as necessary to accommodate additional terms and conditions applicable to the Project that may be issued by NIRB as part of a Project Certificate(s). Working Group members will agree in writing to any changes to the Terms of Reference.

Appendix B: Inuit Personnel Survey

B2Gold Back River Corp.
Back River Project
[YEAR] Inuit Personnel Survey

Overview

Please note your participation in this survey is completely voluntary and no negative consequences will result to those who decide not to participate. Responses will remain confidential.

This survey is being conducted by B2Gold Back River Corp. (B2Gold Nunavut) to collect employment, education, housing, and other information from Back River Project (Project) Inuit employees and contractors. B2Gold Nunavut has been asked to collect some of this information under the Terms and Conditions of its Project Certificate issued by the Nunavut Impact Review Board (NIRB). This information will be used for socio-economic monitoring and management of the Project, in addition to providing feedback to B2Gold Nunavut on matters affecting its Inuit workforce.

You may choose to complete this survey on your own or with the assistance of B2Gold Nunavut staff and you may skip any questions you do not want to answer. Inuinnaqtun and Inuktitut language support can also be provided upon request. If you choose to complete this survey, your responses will remain confidential and your name will not be used. However, the information you provide may be used by B2Gold Nunavut publicly (e.g. for reporting purposes). If you have any questions you can contact a member of the B2Gold Nunavut survey team.

Please return all completed surveys to the B2Gold Nunavut survey team. Thank you for your participation.

General

1. Gender:

- ☐ Male
- ☐ Female
- ☐ Other

2. a) Are you Inuk?

- ☐ Yes
- ☐ No

b) If you answered 'Yes' to Question 2. a), are you registered under the Nunavut Agreement?

- ☐ Yes
- ☐ No

c) If you answered 'Yes' to Question 2. b), what region are you registered to?

- ☐ Kitikmeot Region
- ☐ Kivalliq Region
- ☐ Qikiqtaaluk Region

3. Please indicate your age:

- ☐ Under 30 years old
- ☐ 30 to 39 years old
- ☐ 40 to 49 years old
- ☐ 50 to 59 years old
- ☐ Over 60 years old

4. Who do you work for?

- ☐ B2Gold Nunavut
- ☐ Contractor (Please identify): _____

5. How long have you worked for your current employer (B2Gold Nunavut or contractor)?

- ☐ Less than 1 year
- ☐ At least 1 year, but less than 2 years
- ☐ At least 2 years, but less than 3 years
- ☐ 3+ years

Housing

6. What is your current community of residence?

- ☐ Cambridge Bay
- ☐ Gjoa Haven
- ☐ Kugaaruk
- ☐ Kugluktuk
- ☐ Taloyoak
- ☐ Yellowknife
- ☐ Other: _____

7. What type of housing do you currently live in?

- ☐ Privately owned – Owned by you
- ☐ Privately owned – Owned by another individual
- ☐ Renting from a private company
- ☐ Public housing
- ☐ Government of Nunavut staff housing
- ☐ Other staff housing
- ☐ Other: _____

8. Since starting work at the Project, my interest in purchasing my own home has:

- ☐ Increased
- ☐ Decreased
- ☐ Stayed the same
- ☐ I already own my own home

9. a) In the past 12 months, have you moved from one residence to another residence?

- ☐ Yes, within my community
- ☐ Yes, from one community to another community
- ☐ No, I have not moved

b) If you answered 'Yes, from one community to another community', which community did you move from?

c) If you answered 'Yes, from one community to another community', why did you move?

10. a) Do you plan on moving from one residence to another residence in the next 12 months?

- ☐ Yes, within my community
- ☐ Yes, from one community to another community
- ☐ No

b) If you answered 'Yes, from one community to another community', which community are you planning to move to?

--

d) If you answered 'Yes', who was your previous employer and where were they located?

<u>Name of previous employer:</u>	<u>Community:</u>

13. a) It was easy obtaining employment at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) If you experienced difficulty obtaining employment at the Back River Project, what difficulty did you experience? (Check all boxes that apply)

- ☐ I did not experience difficulty
- ☐ Lack of education or training
- ☐ Lack of employment experience
- ☐ I applied for a job previously but was not hired
- ☐ Poor employment history or references
- ☐ Lack of interest in available jobs
- ☐ Lack of interest in remote fly-in / fly-out work
- ☐ Poorly advertised job posting(s)
- ☐ Unclear or hard to understand job posting(s)
- ☐ Difficulty preparing job application materials (e.g. application form, cover letter, resume)
- ☐ Difficulty submitting job application (e.g. with online or in-person submission process)
- ☐ Difficulty contacting people or having questions answered
- ☐ Lack of computer, internet, and/or phone access
- ☐ Lack of interview experience
- ☐ Lack of childcare
- ☐ Lack of physical or mental ability
- ☐ Criminal record

- ☐ Language issues
- ☐ Family / relationship issues or responsibilities
- ☐ Personal issues
- ☐ Addiction
- ☐ Discrimination
- ☐ Transportation to / from my community of residence
- ☐ Other (Please describe):

--

Workplace Experiences

14. a) I feel safe working at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

--

15. a) Respect is shown for Inuit and Inuit culture at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

--

16. a) I am satisfied with my job and the career advancement opportunities provided at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

--

17. a) I am satisfied with the employment orientation I was provided at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

--

18. a) I am satisfied with the training opportunities provided at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

19. a) I am satisfied with the living arrangements (including bedrooms, recreational spaces, and food) at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

Family and Community Experiences

20. a) My family and I are coping effectively with my work rotations and schedule (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share?

Appendix C: Guidance for Incorporating Community Perspectives and Traditional Knowledge in the Back River Project's Monitoring Programs

March 2024

Guidance for Incorporating Community Perspectives and Traditional Knowledge in the Back River Project's Monitoring Programs

1. PURPOSE

This document provides guidance on how B2Gold Back River Corp. (B2Gold Nunavut) will incorporate community perspectives and Traditional Knowledge (TK) in the Back River Project's (Project) monitoring programs. This guidance helps address related Terms and Conditions in the Nunavut Impact Review Board's (NIRB) Project Certificate No. 007. For example, Term and Condition No. 78 outlines the anticipated scope of monitoring activities in this area:

Project Certificate Term and Condition No. 78

Objective:

To ensure monitoring efforts are informed by and reflect Inuit Qaujimaningit and local community knowledge.

Term or Condition:

The Proponent is strongly encouraged to ensure that the development of all project monitoring plans and associated reporting and updates are undertaken with active engagement of Kitikmeot communities, land users, and harvesters. The Proponent should work with the Kitikmeot Inuit Association and the Kitikmeot Socio-Economic Monitoring Committee to report on the collection and integration of Inuit Qaujimaningit and Traditional Knowledge through its monitoring programs for the Project.

Reporting Requirements:

To the extent the sharing of such information is consistent with, and not limited by, any confidentiality or other agreements with the Kitikmeot Inuit Association, summaries addressing the Proponent's fulfillment of this Term and Condition should be included in the annual Back River socio-economic monitoring reports submitted to the Nunavut Impact Review Board.

Other Project Certificate Terms and Conditions related to the use of community perspectives and TK in Project monitoring/management programs include:

- Term and Condition No. 15 (Terrestrial Environment – Progressive Reclamation Plan)
- Term and Condition No. 37 (Wildlife and Wildlife Habitat – Wildlife Mitigation and Monitoring Plan)
- Term and Condition No. 49 (Wildlife and Wildlife Habitat – Annual Reporting to the NIRB)
- Term and Condition No. 51 (Wildlife and Wildlife Habitat – Caribou Technical Advisory Group)

- Term and Condition No. 53 (Birds and Bird Habitat – Mitigation, Monitoring, and Adaptive Management for Birds and Bird Habitat)
- Term and Condition No. 66 (Economic Development and Opportunities – Socio-Economic Monitoring and the Kitikmeot Socio-Economic Monitoring Committee)
- Term and Condition No. 68 (Economic Development and Opportunities – Socio-Economic Monitoring)
- Term and Condition No. 79 (Traditional Activity and Knowledge – Inuit Environmental Advisory Committee)

2. DEFINITIONS

NIRB (2018) has provided several definitions of relevance to this guidance document:

Traditional Knowledge – *As defined under the NuPPAA to mean the accumulated body of knowledge, observations and understandings about the environment, and about the relationship of living beings with one another and with the environment, that is rooted in the traditional way of life of Inuit of the designated area.*

Inuit Qaujimaningit – *The term Inuit Qaujimaningit is meant to encompass Inuit traditional knowledge (and variations thereof or Inuit Qaujimaqatuqangit), local and community-based knowledge, as well as Inuit epistemology as it relates to Inuit Societal Values and Inuit Knowledge (both traditional and contemporary). Inuit Qaujimaningit is rooted in the daily life of Inuit people and represents experience acquired over thousands of years of direct human contact with the environment.*

Inuit Qaujimaqatuqangit – *Guiding principles of Inuit social values including: respecting other[s], relationships, and caring for people; development of skills through practice, effort and action; working together for a common cause; fostering good spirit by being open, welcoming, and inclusive; serving and providing for family and/or community; decision making through discussion and consensus; being innovative and resourceful; and respect and care for the land, animals and the environment. Inuit Qaujimaqatuqangit refers to traditional values, beliefs, principles and experience regarding the environment.*

B2Gold Nunavut acknowledges the different definitions of Traditional Knowledge, Inuit Qaujimaningit, and Inuit Qaujimaqatuqangit that exist. While 'Traditional Knowledge' is the term used by B2Gold Nunavut in this guidance document, it is typically used in a broad and inclusive manner akin to the NIRB's definition of Inuit Qaujimaningit. Other terms may be used by B2Gold Nunavut in the future where appropriate.

3. POTENTIAL SOURCES OF COMMUNITY PERSPECTIVES AND TK

Potential sources of community perspectives and TK relevant to Project monitoring activities may include:

- B2Gold Nunavut's community engagement program (described in B2Gold Nunavut's *Community Engagement Plan*)
- Inuit Environmental Advisory Committee (IEAC) meetings
- Kitikmeot Socio-Economic Monitoring Committee (KSEMC) meetings
- NIRB public information meetings on Project monitoring
- Existing TK in the Kitikmeot Inuit Association's (KIA) Naonaiyaotit Traditional Knowledge Project (NTKP) database, use of which will continue to be guided by the TK Agreement signed between B2Gold Nunavut and KIA in May 2012. B2Gold Nunavut currently has access to two TK reports related to the Project (i.e. KIA 2012; 2014).
- Where appropriate, B2Gold Nunavut may collect additional community perspectives and TK in support of Project monitoring activities.

B2Gold Nunavut will maintain a database(s) of community perspectives and TK relevant to Project monitoring activities, which may be accessed as required.

4. REPORTING AND INTEGRATION

Per NIRB Project Certificate No. 007, B2Gold Nunavut will prepare annual monitoring reports on topics including the socio-economic, terrestrial, freshwater, and marine environments. Where appropriate, these reports will contain a section entitled 'Incorporation of Community Perspectives and Traditional Knowledge in the Monitoring Program'. This section may contain the following information:

- Relevant community engagement and TK activities undertaken during the previous year.
- How community perspectives and TK informed the design and content of the monitoring program.
- How community perspectives and TK informed the results of the monitoring program (including feedback provided).
- Any noted discrepancies between TK and scientific knowledge.
- Responses to key concerns identified through community engagement and TK.
- How community perspectives and TK informed adaptive management for the Project.

5. REFERENCES

- Kitikmeot Inuit Association (KIA). 2012. *Inuit Traditional Knowledge of Sabina Gold & Silver Corp., Back River (Hannigayok) Project, Naonaiyaotit Traditional Knowledge Project (NTKP)*. December 2012.
- Kitikmeot Inuit Association (KIA). 2014. *Naonaiyaotit Traditional Knowledge Project – Hannigayok (Sabina Gold & Silver Corp. Proposed Back River Project). Results from Data Gaps Workshops, Final Report (June 2014)*.
- Nunavut Impact Review Board (NIRB). 2018. *Terminology and Definitions: NIRB Technical Guide Series*. December 2018.

Appendix D: Outfitting/Guiding Business Consultation Protocol

March 2024

B2GOLD BACK RIVER CORP.
BACK RIVER PROJECT
OUTFITTING/GUIDING BUSINESS CONSULTATION PROTOCOL

Overview and Purpose

The Back River Project (Project) is an approved gold mining project owned by B2Gold Back River Corp. (B2Gold Nunavut or the Company) located within the western Kitikmeot Region of Nunavut. The Project is comprised of two main areas with an interconnecting Winter Ice Road: The Goose Property and a Port and Marine Laydown Area situated approximately 130km away along the western shore of southern Bathurst Inlet.

The Nunavut Impact Review Board's (NIRB) Project Certificate No. 007, Term and Condition No. 81 for the Project states:

The Proponent is encouraged to consult with outfitting and guiding businesses that operate in the regional study area regarding use of the land and marine areas in proximity to Project infrastructure or activities and any noted Project effects, particularly for effects in relation to the experience of the natural environment.

The purpose of this Protocol is to outline the process B2Gold Nunavut will follow to address the above Term and Condition.

Procedure

Outfitting and guiding businesses operating in the Project vicinity will be engaged by B2Gold Nunavut in four primary ways:

1. Biennial informational letters sent (by email) to all companies in possession of a pending, current, or recent (i.e. within the past two calendar years) Outfitter Licence from the Government of Nunavut, whose community of operation includes either Cambridge Bay or Kugluktuk. Hunters and Trappers Organizations (HTOs) in Cambridge Bay, Kugluktuk, Bathurst Inlet, and Bay Chimo will also receive copies of this letter. These communities are located closest to the Project, where outfitting/guiding business interactions with the Project are more likely to occur.
 - The Government of Nunavut's Department of Economic Development and Transportation maintains a list of licenced tourism operators (<https://www.gov.nu.ca/en/tourism/tourism-establishments-and-outfitters>) where current outfitter information can be obtained.



- B2Gold Nunavut will attempt to address feedback received from outfitting/guiding businesses in an expeditious manner and to the mutual satisfaction of both parties. However, complex issues may need to be addressed by the SGM or through alternative issue resolution methods instead.

Roles and Responsibilities

Implementation of this Protocol, as well as ongoing updates or revisions to the Protocol, will be the responsibility of the Director, Indigenous & Northern Affairs or similar position, or other designated management personnel with the requisite skill set and experience. The Director, Indigenous & Northern Affairs may also delegate responsibility for specific components of the Protocol to other personnel. B2Gold Nunavut will maintain one or more office locations in the Kitikmeot Region where stakeholders can obtain Project-related information and materials. This Protocol will be reviewed by B2Gold Nunavut for potential improvements every two years.

Monitoring and Reporting

Implementation of this Protocol will be monitored by B2Gold Nunavut, in part, through Annual Reports submitted to NIRB. For example, B2Gold Nunavut's *Socio-Economic Monitoring Plan* notes the indicator 'number of grievances filed pertaining to non-traditional land and resource use' will be monitored through an annual Socio-Economic Monitoring Report. Likewise, the reporting requirements for Term and Condition No. 81 will be followed by B2Gold Nunavut:

Information regarding the consultations and monitoring undertaken by the Proponent in fulfillment of this Term and Condition should initially be provided within two (2) years of Project construction in the Proponent's annual report to the NIRB and any updated information should be provided in the annual report to the NIRB every year thereafter.

B2Gold Nunavut may also conduct separate internal monitoring of this Protocol and/or prepare internal reports for Company use.

Appendix A

HTOs and Outfitting/Guiding Businesses Potentially Operating in the Project Vicinity (current as of January 2024)

Organization	Description / Key Activities	Contact Information
Bathurst Inlet HTO	HTOs in Nunavut have harvesting-related powers and functions assigned to them under the Nunavut Agreement. HTOs may also coordinate with outfitting/guiding businesses within their jurisdictions, and/or be a source of information on land use, harvesting, and wildlife activities in their local area.	Burnside Hunters and Trappers Association P.O. Box 1407 Cambridge Bay, NU X0B 0C0 (867) 873-4263 bathurst@kitikmeothto.ca
Bay Chimo HTO	HTOs in Nunavut have harvesting-related powers and functions assigned to them under the Nunavut Agreement. HTOs may also coordinate with outfitting/guiding businesses within their jurisdictions, and/or be a source of information on land use, harvesting, and wildlife activities in their local area.	Omingmaktok Hunters and Trappers Association P.O. Box 78 Cambridge Bay, NU X0B 0C0 (600) 700-0288 chimo@kitikmeothto.ca
Cambridge Bay HTO	HTOs in Nunavut have harvesting-related powers and functions assigned to them under the Nunavut Agreement. HTOs may also coordinate with outfitting/guiding businesses within their jurisdictions, and/or be a source of information on land use, harvesting, and wildlife activities in their local area.	Ekaluktutiak Hunters and Trappers Association P.O. Box 78 Cambridge Bay, NU X0B 0C0 (867) 983-2426 cambay@kitikmeothto.ca
Kugluktuk HTO	HTOs in Nunavut have harvesting-related powers and functions assigned to them under the Nunavut Agreement. HTOs may also coordinate with outfitting/guiding businesses within their jurisdictions, and/or be a source of information on land use, harvesting, and wildlife activities in their local area.	Kugluktuk Hunters and Trappers Association P.O. Box 309 Kugluktuk, NU X0B 0E0 (867) 982-4908 kugluktuk@kitikmeothto.ca
Aurora Expeditions	Outfitter Licence issued for the following community of operation:	Aurora Expeditions +61 2 9252 1033 Info@auroraexpeditions.com.au

Organization	Description / Key Activities	Contact Information
(Cruise Ship: MV Greg Mortimer)	Cambridge Bay. Activities include: Cruise Ship.	
Bathurst Inlet Developments (1984) Ltd.	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities include: Accommodation, Boating, Camping and Hiking, Canoeing and Kayaking.	Bathurst Inlet Developments (1984) LTD P.O. Box 820 Yellowknife, NT X1A 2N6 (867) 446-2654 boydw@bathurstinlet.com
Bathurst Inlet Lodge Ltd.	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities include: Accommodation, Bird Watching & Wildlife Viewing, Boating, Camping and Hiking, Canoeing and Kayaking.	Bathurst Inlet Lodge LTD. P.O. Box 820 Yellowknife, NT X1A 2N6 (867) 873-2595 boydw@bathurstinlet.com
Black Feather	Outfitter Licence issued for the following community of operation: Kugluktuk. Activities include: Accommodation, Bird Watching & Wildlife Viewing, Camping and Hiking, Canoeing and Kayaking.	Black Feather Wilderness Adventures and Services 76 Rankin Lake Rd. Seguin, ON P2A 0B2 (705) 746-1372 info@blackfeather.com
Hapag Lloyd (Cruise Ship: Hanseatic Nature)	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities not disclosed.	Hapag Lloyd F.K. Warren Ltd. 2000 Barrington St. Suite 920 Halifax, NS B3J 3K1 Barbara.hofmann@hl-cruises.com
Hurtigruten (Cruise Ships: MS Fram, Roald Amundsen)	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities include: Cruise Ship.	Hurtigruten Langkaia 1 Oslo, Norway N-0150 (509) 364-2702 John.chardine@hurtigruten.com
Jackpine Paddle	Outfitter Licence issued for the following community of operation: Kugluktuk. Activities include: Bird Watching & Wildlife Viewing, Camping and Hiking, Canoeing and Kayaking.	Jackpine Paddle Consulting 203-5112 52 nd St. Yellowknife, NT X1A 1T6 (867) 445-4512 info@jackpinepaddle.com
Lindblad Expeditions (Cruise Ship: NG Endurance)	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities include: Accommodation, Arts & Culture.	Lindblad Expeditions 96 Morton St. 9 th Floor New York, NY 10014 (206) 403-1519 trentt@expeditions.com
Nahanni Wilderness Adventures	Outfitter Licence issued for the following community of operation: Kugluktuk. Activities include: Bird	Nahanni Wild Box 31023 Whitehorse, YT Y1A 5P7

Organization	Description / Key Activities	Contact Information
	Watching & Wildlife Viewing, Camping and Hiking.	(867) 668-3180 Info@nahanniwild.com
Plummer's Arctic Lodges	Outfitter Licence issued for the following community of operation: Kugluktuk. Activities include: Accommodation, Boating.	Plummer's Arctic Lodges Great Bear Lake Lodge Tree River. 950 Bradford St. Winnipeg, MB R3H 0N5 1 (800) 665-0240 fish@plummerslodges.com
Scenic Cruises (Cruise Ship: Scenic Eclipse)	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities include: Accommodation, Arts & Culture, Cruise Ship.	Scenic Cruises Level 15/56 Pitt St. Sydney, AUS NSW 2000 (866) 689-8611 info@scenic.ca
Silversea Cruises (Cruise Ship: Silver Wind)	Outfitter Licence issued for the following community of operation: Cambridge Bay. Activities include: Accommodation, Arts & Culture, Bird Watching & Wildlife Viewing, Boating, Canoeing and Kayaking, Cruise Ship.	Silversea Cruises c/o F.K. Warren Ltd. 2000 Barrington St. Cogswell Tower, Suite 1212 Halifax, NS (305) 495-5677 billd@silversea.com
Wanapitei Canoe and Northern Outdoor Expeditions Inc.	Outfitter Licence issued for the following community of operation: Kugluktuk. Activities include: Camping and Hiking, Canoeing and Kayaking.	Wanapitei Canoe 338 Caves Rd. Douro-Dummer, ON K0L 3A0 (705) 652-3199 wecanoe@xplornet.com



Example Informational Letter

By Email

To Whom It May Concern,

The Back River Project (Project) is an approved gold mining project owned by B2Gold Back River Corp. (B2Gold Nunavut) located within the western Kitikmeot Region of Nunavut. The Project is comprised of two main areas with an interconnecting Winter Ice Road: The Goose Property and a Port and Marine Laydown Area situated approximately 130km away along the western shore of southern Bathurst Inlet. After a comprehensive five-year environmental assessment (EA) process, a Project Certificate from the Nunavut Impact Review Board (NIRB) was received in December 2017. The Project is currently in the construction phase. A map of the Project area is provided in Figure 1.

Through Project Certificate No. 007, NIRB has encouraged B2Gold Nunavut to consult with outfitting and guiding businesses that operate in the Project area. As a result, B2Gold Nunavut has an *Outfitting / Guiding Business Consultation Protocol* which describes how businesses that may be operating in the Project vicinity will be engaged. This consists of:

- Biennial informational letters (i.e. this letter) sent to all companies in possession of a pending, current, or recent Outfitter Licence from the Government of Nunavut, whose community of operation includes either Cambridge Bay or Kugluktuk. Hunters and Trappers Organizations (HTOs) in Cambridge Bay, Kugluktuk, Bathurst Inlet, and Bay Chimo also receive copies of this letter.
- Ensuring Project information is available to outfitting/guiding businesses and other members of the public through avenues such as:
 - Company website (<http://www.b2gold.com/>)
 - Facebook (<https://www.facebook.com/B2GoldCorp/>) and Twitter accounts (@B2GoldCorp)
 - NIRB Public Registry (<https://www.nirb.ca/project/124149>)
 - Where appropriate, through individual requests made directly to B2Gold Nunavut
- Providing access to B2Gold Nunavut staff/offices in Cambridge Bay and Kugluktuk (contact details below).
- Providing access to a *Stakeholder Grievance Mechanism*, whereby stakeholders (including outfitting/guiding businesses) can have concerns and other issues addressed. Please contact B2Gold Nunavut for additional information on accessing the *Stakeholder Grievance Mechanism*.



www.b2gold.com

Should your organization be interested in obtaining additional information on the Project or if you have any concerns/issues related to Project infrastructure, activities, or effects (including those related to the experience of the natural environment), please feel free to contact B2Gold Nunavut directly. When contacting B2Gold Nunavut about concerns/issues please provide as many details as possible (e.g. nature of concern/issue; relevant locations, timings, activities, and individuals; desired resolutions). Alternatively, stakeholder comments related to Project monitoring may be provided directly to NIRB through B2Gold Nunavut's annual reporting process (contact info@nirb.ca or 1-866-233-3033 for additional information).

B2Gold Nunavut is committed to sustainable mineral development and acknowledges the importance of meaningful stakeholder engagement in achieving this. Should you have any comments or questions regarding this letter please don't hesitate to contact us.

Best Regards,

[Include Signature Here]

John Kaiyogana
Supervisor, Community Relations
Cambridge Bay, NU
Phone: (867) 446-2501
jkaiyogana@b2gold.com

[Include Signature Here]

Janet Kadlun
Senior Coordinator, Indigenous Affairs
Kugluktuk, NU
Phone: (867) 982-2669
jkadlun@b2gold.com

Figure 1: Map of the Project Area

