



Socio-Economic Agreement Report

Rapport sur les accords socioéconomiques

2024

FOR MINES OPERATING IN THE
NORTHWEST TERRITORIES

MINES DE DIAMANTS DES
TERRITOIRES DU NORD-OUEST

Le présent document contient la traduction française du sommaire.



K'áhshó got'jne xáda k'é hederí ɂedjhtl'é yeriniwé ni dé dúle.
Dene Kádá

Ɂeríhtl'is Dëne Sųłiné yati t'a huts'elkér xa beyáyatı theɂą ɂat'e, nuwe ts'ën yólti.
Dëne Sųłiné

Edí gondı dehgáh got'je zhatié k'éé edatl'eh enahddhę nide naxets'é edahłí.
Dene Zhatié

Jii gwandak izhii ginjik vat'atr'ijahch'uu zhit yinohthan jí', diits'at ginohkhìi.
Dinjii Zhu' Ginjik

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.
Inuvialuktun

Č'ídá Ɂuł'ıbád'c Ɂaɬljaɬr'c Δaɬ'ıɁıc'ıɬ'ıɬı, Ɂaɬ'ıɬ'ıɬı Ɂaɬ'ıɬ'ıɬı.
Inuktitut

Hapkuá titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

Kíspin kí nitawihtin é níhiyawihk óma ácimówin, tipwásinān.
néhiyawéwin

Tłı̨chǫ yati k'ęè. Dí wegodi newq dè, gots'o gonede.
Tłı̨chǫ

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Table of Contents

Executive Summary	04
Executive Summary (French)	06
■ State of the Mining Sector	08
SEA Reporting Basics	10
Mining's Impact on the NWT Economy	10
Current SEAs in the NWT	11
In-Profile: Small Local Communities	12
How is an IBA Different from an SEA?	14
Estimated Mine Life	15
Legislative Update	16
Feature Story: Critical Funding for Critical Minerals Projects in 2024	18
■ Procurement and Royalties	20
Procurement Targets	22
2024 Mine Procurement	23
Cumulative Mine Procurement (1996-2024)	24
Royalties and Revenue Sharing	25
Secondary Diamond Industry	27
Feature Story: The Sun Shines on the Tł'chǫ Investment Corporation	28
■ Employment and Participation	30
Employment Targets	32
2024 NWT Mine Employment	33
Cumulative NWT Diamond Mine Employment (1996-2024)	34
2024 NWT Employment by Community	34
Job Categories	35
2024 NWT Employment by Job Category	35
Feature Story: Diavik Supports Employees with Post-Closure Careers	36
■ Training and Education	38
Building a Strong Northern Workforce	40
Entry Level	40
Semi-Skilled	43
Skilled	43
Professional and Management	45
Feature Story: The Kimberlite Career & Technical Centre's Next 20 Years	46
■ Wellness	48
Diavik Measure 6	50
Feature Story: A Snapshot of Mine Investments in NWT Communities	51
■ Women in Mining	52
Women in Mining Employment	54
Feature Story: Through Mining, Kelly Brenton Helps Improve Livelihoods in the NWT	56
Conclusion	58

Executive Summary

Resource development, particularly diamond mining, has been a key economic driver in the Northwest Territories (NWT) for decades, significantly benefiting Northern and Indigenous communities. This success is supported by Socio-Economic Agreements (SEAs), which are integral to the NWT's environmental assessment process. SEAs facilitate the maximization of positive outcomes while mitigating the adverse effects of resource development.

The SEAs define commitments between the Government of Northwest Territories (GNWT) and mining companies to ensure tangible benefits for local residents, focusing on employment, training, procurement, cultural well-being, and sustainable development. Measurable objectives in SEAs, such as local employment and wellness initiatives, are closely monitored by the GNWT, with active collaboration between the government and mining companies to improve outcomes.

In 2024, NWT diamond mines provided a total of 3,163 Person-Years (PY) of employment, 1,015 PYs by NWT residents, and 507 PY by Indigenous NWT residents. NWT Employment was largely in entry-level roles. None of the three mines met their Indigenous or NWT resident employment targets. However, efforts are underway to address the representation gap in higher-skilled positions, including career fairs and training programs like Diavik's MyPath. These initiatives aim to strengthen local employment within the sector.

In 2024, the three operating mines spent nearly \$1.15 billion. A total of \$800 million went to NWT businesses, with \$458 million going to Indigenous NWT businesses. Mining companies performed well on procurement, with virtually all targets being met. A notable example of Indigenous-led sustainable development is the partnership between Tłı̨chǫ Investment Corporation and Solvest Inc., which provided solar power to Diavik.

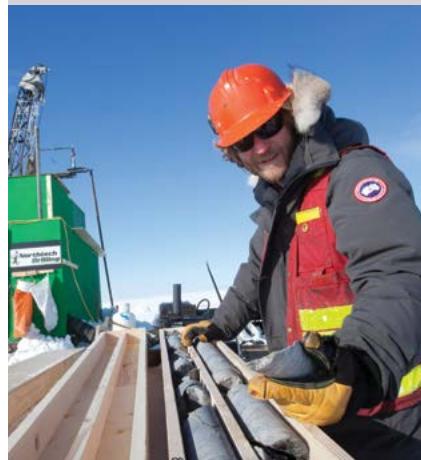
To meet labour demands in the resource sector, NWT mines are working with the GNWT and educational institutions to foster a skilled local workforce. Ekati, Diavik, and Gahcho Kué collectively mentored 47 apprentices. The GNWT's student financial assistance program funded the post-secondary educations of 1,335 students this past year, bolstered by programs from mines including the Rio Tinto Diavik Diamond Mine Community Scholarship Fund, De Beers STEM Scholarship Program for Women in Canada, and Ekati Plus Program to encourage students into mining careers.

Diversity and inclusion remain priorities. In 2024, women's workforce representation saw a slight improvement to 14.42%, still slightly below the national average. Additionally, NWT diamond mines make significant community investments, giving back to the NWT's long-term prosperity. Highlights from 2024 include a \$450,000 commitment by De Beers over three years to fund Aurora College's School of Health and Human Services for elder and community health, and Diavik's donations to the Yellowknife Community Foundation Legacy Fund reaching half a million dollars!

In conclusion, SEAs continue to play a crucial role in ensuring that the economic benefits of resource development are equitably shared among NWT residents, businesses, and communities, contributing to sustainable growth and prosperity in the region.

SEAs Explained: Does the GNWT Benefit Financially from SEAs?

SEAs do not result in direct revenues to the GNWT. Instead, SEAs benefit residents through local employment, procurement, and training commitments. This means the GNWT benefits indirectly from SEA commitments.



Sommaire

L'exploitation des ressources, notamment l'extraction diamantifère, est depuis des décennies un moteur économique essentiel aux Territoires du Nord-Ouest (TNO), dont bénéficient considérablement les collectivités du Nord et autochtones. Ce succès s'appuie sur les accords socio-économiques (ASE), qui font partie intégrante du processus d'évaluation environnementale des TNO. Les ASE permettent de maximiser les résultats positifs, tout en atténuant les effets négatifs de l'exploitation des ressources.

Les ASE définissent les engagements pris entre le gouvernement des Territoires du Nord-Ouest (GTNO) et les sociétés minières afin de garantir des avantages tangibles aux résidents locaux, en mettant l'accent sur l'emploi, la formation, l'approvisionnement, le bien-être culturel et le développement durable. Les objectifs mesurables des ASE, tels que les initiatives locales en matière d'emploi et de bien-être, sont étroitement surveillés par le GTNO, et font l'objet d'une collaboration active entre le gouvernement et les sociétés minières en vue d'améliorer les résultats.

En 2024, les mines de diamants des TNO ont fourni un total de 3 163 années-personnes (AP) d'emploi, dont 1 015 AP pour les résidents des TNO et 507 AP pour les résidents autochtones des TNO. Les emplois aux TNO étaient principalement des postes de niveau débutant. Aucune des trois mines n'a atteint ses objectifs en matière d'emploi des Autochtones ou des résidents des TNO. Cependant, des efforts sont en cours pour combler le déficit de représentation dans les postes hautement qualifiés, notamment par la participation à

des salons de l'emploi et la mise en place de programmes de formation tels que MyPath de Diavik. Ces initiatives visent à renforcer l'emploi local dans le secteur.

En 2024, les trois mines en exploitation ont dépensé près de 1,15 milliard de dollars. Au total, 800 millions de dollars ont été versés à des entreprises ténoises, dont 458 millions à des entreprises autochtones. Les sociétés minières ont obtenu de bons résultats en matière d'approvisionnement, pratiquement tous les objectifs ayant été atteints. Le partenariat entre la Tlicho Investment Corporation et Solvest Inc., qui a fourni de l'énergie solaire à Diavik, est un exemple notable de développement durable mené par des Autochtones.

Afin de répondre aux besoins en main-d'œuvre dans le secteur des ressources, les mines ténoises collaborent avec le GTNO et des établissements d'enseignement pour former une main-d'œuvre locale qualifiée. Ekati, Diavik et Gahcho Kué ont encadré collectivement 47 apprentis. Le programme d'aide financière aux étudiants du GTNO a financé les études postsecondaires de 1 335 étudiants au cours de

l'année écoulée, soutenu par des programmes mis en place par les mines, notamment le Fonds de bourses d'études communautaires de la mine de diamants Diavik de Rio Tinto, le Programme de bourses d'études en STIM pour les femmes canadiennes de De Beers Group et le programme Ekati Plus visant à encourager les étudiants à se lancer dans une carrière dans le secteur minier.

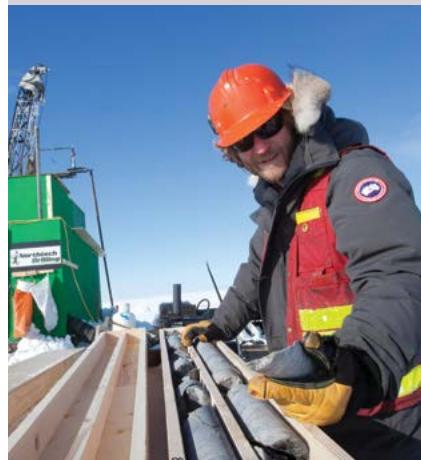
La diversité et l'inclusion restent des priorités. En 2024, la représentation des femmes dans la population active a légèrement augmenté pour atteindre 14,42 %, ce qui reste toutefois légèrement inférieur à la moyenne nationale. De plus, les mines de diamants des TNO réalisent d'importants investissements dans les collectivités, contribuant ainsi à la prospérité à long terme du territoire. Parmi les faits

marquants de 2024, citons l'engagement de De Beers à verser 450 000 dollars sur trois ans pour financer les initiatives de soins aux personnes âgées et de santé communautaire par l'intermédiaire de l'École des services de santé et des services sociaux du Collège Aurora, et les dons de Diavik au fonds patrimonial de la Yellowknife Community Foundation, qui ont atteint un demi-million de dollars!

En conclusion, les ASE continuent de jouer un rôle crucial en garantissant que les retombées économiques de l'exploitation des ressources sont réparties équitablement entre les résidents, les entreprises et les collectivités des TNO, ce qui contribue à la croissance durable et à la prospérité de la région.

Les ASE expliqués : le GTNO bénéficie-t-il financièrement des ASE?

Les ASE ne génèrent pas de revenus directs pour le GTNO. Le GTNO travaille au nom des résidents des TNO pour superviser la mise en œuvre des ASE. Les ASE profitent aux résidents grâce aux engagements en matière d'emploi local, d'approvisionnement et de formation. Le GTNO bénéficie indirectement des engagements pris dans le cadre des ASE.





1996-2024
**TOTAL PROCUREMENT
SPENDING BY MINES***
\$28.9 Billion

** Includes Ekati, Diavik, Snap Lake, and Gahcho Kué*



State of the Mining Sector

- Mining's Impact on the Economy
- Current SEAs in the NWT
- In-Profile: Communities and SEAs
- How is an IBA different from an SEA?
- Estimated Mine Life
- Legislative Update
- Feature Story: Critical Funding for Critical Minerals Projects in 2024

1996-2024
Cumulative
employment*

77,471
Person Years

1996-2024
Cumulative procurement
spending in NWT*

\$20.2
Billion

* Includes Ekati, Diavik, Snap Lake, and Gahcho Kué



SEA Reporting Basics

The 2024 Social Data Report

The GNWT collects and checks health, housing, economic, and crime- related data to understand socio-economic trends that can be traced to mining activity. Earlier this year, the GNWT released the 2024 Social Data Report. The report published updated data and analysis for a series of socioeconomic indicators.

The Social Data Report presents statistics and data in four categories:

- The NWT;
- Yellowknife;
- Small Local Communities (SLC), comprising Behchokǫ, Dettah, Fort Resolution, Gamèti, Łutselk'ę, Wekweètì and Whatì; and
- Remaining NWT Communities (all NWT communities, except Yellowknife, Ndilǫ, and SLCs).

The 2024 SEA Report on Mines Operating in the NWT

SEAs were established when diamond mining began in the NWT and this report has evolved as a measure of diamond mining. This report uses 'mining' and 'diamond mining' in the NWT to mean the same thing, but this will change over time. The SEA approach has set up the NWT as a leader in Environmental, Social, Governance and Indigenous rights (ESG-I) practices. As agreements for new projects become active, SEAs will continue to evolve.

Three SEAs for producing diamond mines were in effect in the NWT in 2024: Ekati (Burgundy Diamond Mines), Diavik (Diavik Diamond Mines Inc.) and Gahcho Kué (De Beers Canada). This report mainly focuses on figures and statistics provided by these three mines.

Mining's Impact on the NWT Economy

Mining Makes a Major Difference

Mining continues to be a leader in high-paying employment in the Northwest Territories and a major driver of the territorial economy.

From the GNWT's Department of Finance's Economic Review of 2025-26 (most recent data), in 2023, mining and oil and gas accounted for 22 percent of real Gross Domestic Product (GDP — making it the territory's largest economic sector, ahead of Public Administration at 19 percent.

Mining not only provides direct employment to NWT residents, but it has many important indirect opportunities for local businesses. Airlines bring workers and supplies to mine sites on regular schedules. NWT Indigenous-owned firms provide catering, expediting, logistics and trucking services to the mines. Purchases from NWT-based suppliers and manufacturers help sustain jobs across the territory. Meanwhile competitive mining wages boost spending in the territory's retail sector, keeping money in the NWT.

Taxes and resource royalties from mining operations contribute to government revenues. These revenues support crucial public programs, services, and infrastructure for NWT residents.

Even as some operations near closure, diamond mines continue to support Northern employment and procurement. Reclamation and closure work still generate multi-million-dollar contracts for local businesses.

Existing Advanced-stage Projects

Advanced-staged exploration projects take steps towards becoming operating mines. These include:

- NorZinc's Prairie Creek project (Lead-Zinc)
- Pine Point Mining Ltd.'s project (Lead-Zinc)
- Fortune Minerals' NICO project (Cobalt-Gold-Bismuth-Copper)

Other projects continuing to advance to build their minerals reserves include:

- Fireweed Metals' MacTung project (Tungsten)
- Gold Terra's Yellowknife City Gold project (Gold)
- STLLR Gold's Colomac project (Gold), and
- Cheetah Resources' Nechalacho (Rare Earth Elements).

Current SEAs in the NWT

ACTIVE SEAs

There were four active SEAs in 2024:

- Ekati Diamond Mine (1996)
- Diavik Diamond Mine (1999)
- Snap Lake Mine (2004)
- Gahcho Kué Mine (2013)

Three of these mines (Ekati, Diavik and Gahcho Kué) produced diamonds in 2024 and their employment, procurement, and training figures are featured throughout this report.

Snap Lake mine, owned by De Beers Canada, produced diamonds from 2008 until 2015, when it moved into a care and maintenance phase.

Snap Lake reports that closure work will enter post-closure in 2025.

INACTIVE SEAs

There were three signed, but inactive, SEAs in 2024:

- Mackenzie Gas Project (2007)
- Prairie Creek project (2011)
- NICO project (2019)

The Prairie Creek project was in advanced-stage exploration in 2024. NorZinc, the company that owns the Prairie Creek project, has signed an SEA with the GNWT. NorZinc has committed to a minimum target of 30% Northern employment during the project's construction phase.



In-Profile: Small Local Communities (SLCs)

The GNWT signed its first SEA with Ekati back in 1996. Since then, the GNWT has monitored socio-economic trends across the Northwest Territories. This is intended to assess the trends in socio-economic indicators as they may relate to the effects mining operations have on NWT residents and communities.

The GNWT has focused much of its attention on measuring socio-economic trends in communities near the diamond mines. A lot of attention has gone to the NWT's North Slave region, where there is a concentration of diamond mining activity. The communities looked at include Yellowknife, as well as Behchokò, Dettah, Fort Resolution, Gamètì, Łutselk'è, Ndilò, Wekweètì and Whatì.

Economic opportunities are not the same for all residents of the NWT. It can be difficult for isolated communities to take part in mining-related activities. For example, less reliable telecommunications or road access are common challenges.

Behchokò

Population: 1,998 | **Road Access:** All-Season
Residential Internet Access: Fibre cable, 700 megabits per second (Mbps) download max

Dettah

Population: 213 | **Road Access:** All-Season
Residential Internet Access: Fibre cable, 700 Mbps max*

Fort Resolution (Denínu Kújé)

Population: 503 | **Road Access:** All-Season
Residential Internet Access: Fibre cable, 700 Mbps max*

Gamètì

Population: 286 | **Road Access:** Winter-road only
Residential Internet Access: DSL (Satellite), 15 Mbps max

Łutselk'è

Population: 328 | **Road Access:** None
Residential Internet Access: DSL (Satellite), 15 Mbps max

Ndilò

Population: 274 | **Road Access:** All-Season
Residential Internet Access: Fibre cable, 700 Mbps max

Wekweètì

Population: 128 | **Road Access:** Winter-road only
Residential Internet Access: DSL (Satellite), 15 Mbps max

Whatì

Population: 613 | **Road Access:** All-Season
Residential Internet Access: DSL Fibre cable, 700 Mbps max*

Yellowknife

Population: 21,788 | **Road Access:** All-Season
Residential Internet Access: Fibre cable, 500 Mbps max



How is an IBA Different from an SEA?

IBAs (and PAs) in the NWT

Ekati has signed four (4) IBAs:

- North Slave Métis Alliance
- Tłı̨chǫ Government
- Akaithcho Treaty 8 (Yellowknives Dene First Nation and Łutselk'e Dene First Nation)
- Hamlet of Kugluktuk, Nunavut, and Kitikmeot Inuit Association

Diavik has signed five (5) Participation Agreements:

- Łutselk'e Dene First Nation
- North Slave Métis Alliance
- Tłı̨chǫ Government
- Yellowknives Dene First Nation
- Kitikmeot Inuit Association

Gahcho Kué has signed six (6) IBAs:

- Deninu Ké First Nation
- Łutselk'e Dene First Nation
- Northwest Territory Métis Nation
- North Slave Métis Alliance
- Tłı̨chǫ Government
- Yellowknives Dene First Nation

Source: Burgundy Diamond Mines, Diavik Diamond Mines Inc., De Beers Group Canada

Mineral resource companies may also make employment, procurement, and training commitments to Indigenous Governments, often structured in the form of Impact and Benefit Agreements (IBAs).

IBAs are not the same as SEAs.

An IBA is a private contract between a project developer and an Indigenous Government, with targeted benefits for that specific community. These agreements can have many names, but the terms 'IBA' and 'Participation Agreement' are used by NWT mines. In contrast, an SEA is a broad, public agreement signed by the GNWT and a project developer that reflects the interests of local communities and all NWT residents.

IBAs reflect the specific interests and priorities of an Indigenous Government. Details of IBAs are often kept confidential, and IBAs take precedence over SEAs.



Estimated Mine Life

NWT diamond mines have provided thousands of jobs to residents of the Northwest Territories for more than two decades. Although these mines have been stable pillars of the territory's economy, no mineral deposit is infinite.

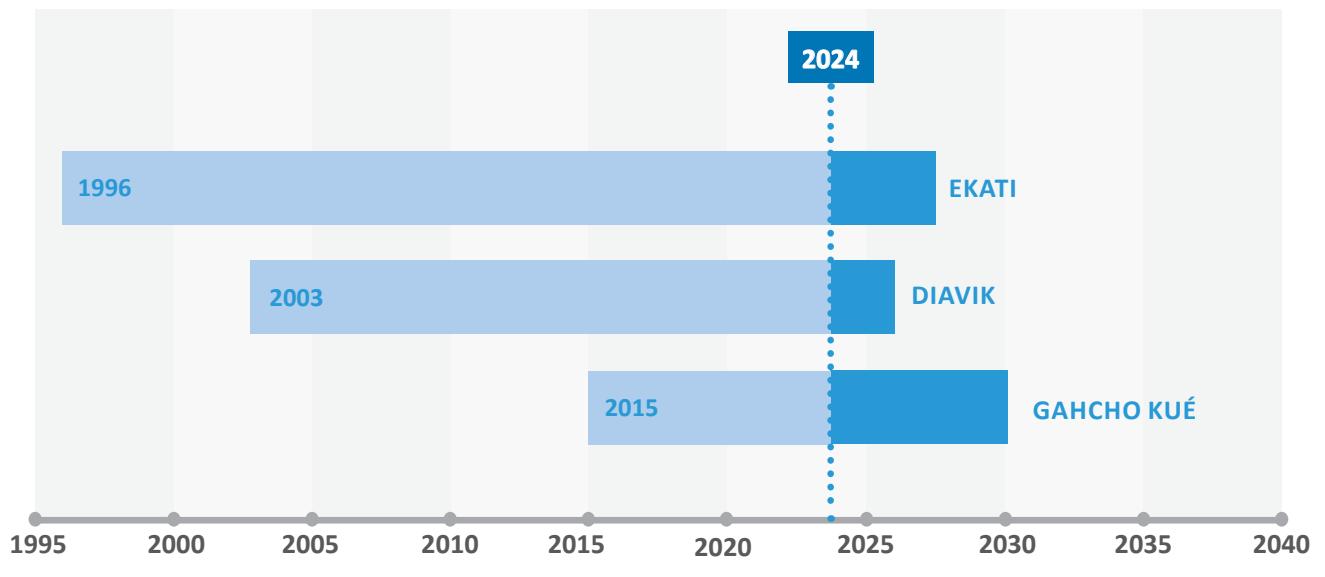
Here's an update on the estimated life of the NWT's three diamond mines, based on recent announcements:

Open-pit operations started at Diavik in 2003. In February 2023, the mine announced plans to spend \$40 million to expand mining below its A-21 pit. Diavik expects to end extraction operations in March 2026. Active reclamation of the mine site is scheduled to run from 2026 until 2029, after which the site would be fully reclaimed and long-term monitoring would begin.

Production at Ekati, which began in 1998, is currently planned to continue until 2028. In 2023, Burgundy Diamond Mines announced it would look at ways to try to increase the mine's life to 2040.

Gahcho Kué started production in 2015 and plans to operate until at least 2030. This estimate follows the discovery of an unknown kimberlite pipe in 2019.

Estimated Mine Life



Legislative Update

Mineral Resources Act

In 2019, the NWT's Legislative Assembly passed the first-ever, made-in-the-NWT *Mineral Resources Act* (MRA). This is a major step to modernize the NWT's mining legislation, reflecting the unique needs and priorities of the territory. The Act will come into force once regulations and implementation activities are completed. The GNWT expects to release a public draft of regulations in 2025.

SEA Program Review

A third-party contractor reviewed the GNWT's SEA program and made recommendations to improve its effectiveness. The Socio-Economic Agreement Program Review, released in May 2022, recommended a redesign of the program. In December 2022, the GNWT hosted a Socio-Economic Forum in Yellowknife to look at options for a renewed approach. Representatives from producing mines, Indigenous Governments, and non-government organizations attended. Feedback from this forum helped to define options for the GNWT to consider.

Redesign work continued through 2023, seeking feedback from a Technical Advisory Panel composed of Indigenous Governments identified in the SEAs. A final report was completed in 2024 and SEA departments are reviewing the recommendations and identifying priorities for implementation.





FEATURE STORY



State of the Economy

Critical Funding for Critical Minerals Projects in 2024

Although markets remained tight in 2024 for mining companies looking to raise money, critical minerals project developers took advantage of some federal funding initiatives to bring their projects closer to production. Critical minerals are vital to defense, aerospace, and communications sectors and for battery and renewable energy technologies required to transition to the green economy.

Several advanced exploration companies active in the NWT received support from the Canadian and U.S. governments to help push their critical minerals projects forward. In some cases, this funding originated from the Canada-U.S. Joint Action Plan on Critical Minerals Collaboration announced between the two countries back in 2020, aimed at securing domestic production and supply chains.

In May, Fortune Minerals received roughly \$8.7 million from the U.S. Department of Defense and up to \$7.5 million in contribution funding from the Government of Canada to advance its NICO cobalt-gold-bismuth-copper project, 160 kilometres northwest of Yellowknife.

Fortune's U.S. funding was specifically targeted at expanding the domestic capacity and production of cobalt for battery and high-strength alloy supply chains. "It has been difficult attracting investment funding for essential critical minerals projects in traditional capital markets," Robin Goad, CEO of Fortune Minerals, said in May. "We are therefore grateful for the U.S. Defense Department's timely and strategic financial support to enable Fortune Minerals to accelerate development of the NICO Project to provide additional domestic capacity and security of supply."

Then, in June, NorZinc received up to \$25 million under the Government of Canada's National Trade Corridors Fund to help build an all-season road to its Prairie Creek lead-zinc project, roughly 200 kilometres west of Fort Simpson. The 184-kilometre road from NWT Highway #7 will allow for the transportation of critical minerals to international markets.

"NorZinc is thankful and appreciative of the National Trade Corridors Funding to help build the all-season access road to the Prairie Creek Project," said Robin Bienenstock, the company's executive chair. "This road will aid the Prairie Creek Mine to deliver an expected \$8 billion of metal supply, including high-grade zinc concentrate, generating new economic activity within Canada's borders, supporting Canada's efforts in enhancing a more resilient, transparent, reliable and integrated supply chain of critical metals."

Another critical minerals project developer, Fireweed Metals, received roughly \$22.5 million from the U.S. Department of Defense in December to advance its Mactung tungsten project, straddling the NWT-Yukon border. Fireweed also received up to \$12.9 million from the Government of Canada, through the Critical Minerals Infrastructure Fund (CMIF), to plan road and power infrastructure for its Macpass zinc-lead-silver project in Yukon, just across the N.W.T. border. CMIF, managed by Natural Resources Canada (NRCan), is expected to provide \$1.5 billion until 2030 for green energy or infrastructure projects that support an advanced critical minerals project.

"These investments are significant milestones on the path to advancing both Macpass and Mactung projects toward development," said Adam Lundin, Fireweed's strategic advisor, in December.

The Government of the Northwest Territories was another CMIF recipient in 2024. In November, the GNWT received \$25 million to support its Talton Hydro Expansion Project, which would power proposed mines in the region. The GNWT has partnered with the Akaitho Dene First Nations, the Northwest Territory Métis Nation, and the Salt River First Nation to ensure Indigenous Governments help shape the project's direction.

As the calendar turned to 2025, NRCan announced the next call for proposals for CMIF, with several Indigenous Governments and corporations showing an interest in submitting applications. And there's a lot to build upon. The NWT is home to at least 24 of the 34 minerals deemed critical by the Government of Canada.

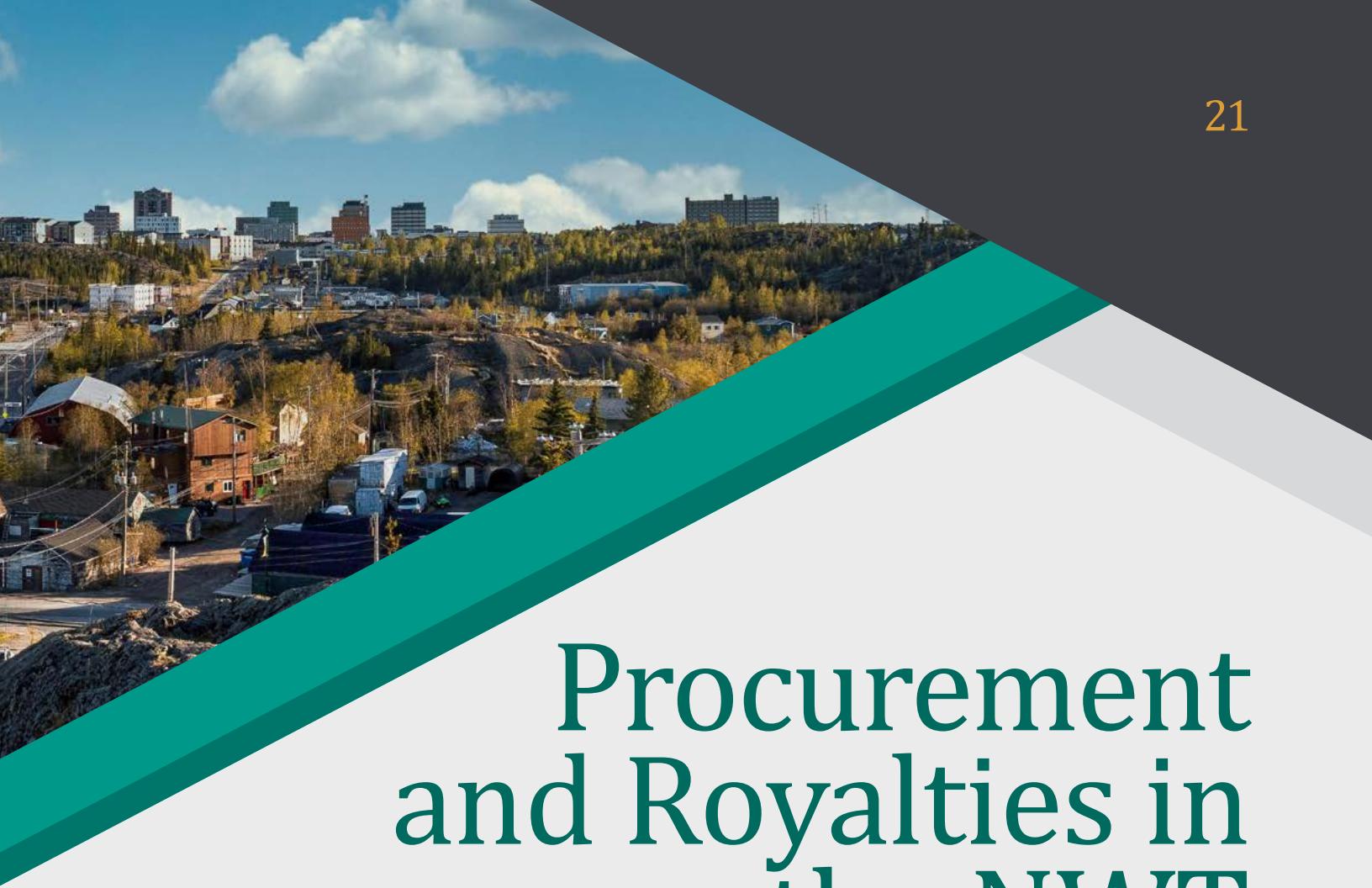
With the diamond mines reaching the end of their productive lives, critical minerals projects are positioned to lead the next generation of NWT mining. And 2024 demonstrated there is a coordinated push to bring these projects—and infrastructure to enable these projects—to production.





Since 1996*
**CUMULATIVE SPENDING
BY NWT MINES***
\$28.9 Billion





Procurement and Royalties in the NWT

- Procurement Targets
- 2024 Mine Procurement
- Cumulative Mine Procurement (1996-2024)
- Royalties and Revenue Sharing

- Secondary Diamond Industry
- Feature Story: The Sun Shines on Tłı̨chǫ Investment Corporation as it Pursues Solar Projects

*Since 1996**
Historical
Spending with
NWT Businesses
\$20.2
Billion

2024
Operating Diamond
Mine Spending
with NWT Businesses
\$799.8
Million



*Figures include spending at Ekati, Diavik, Gahcho Kué, and Snap Lake

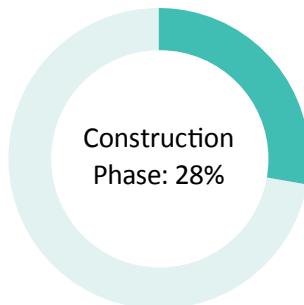
Procurement Targets

SEAs include company spending commitments for NWT and NWT Indigenous businesses. In the SEA report, spending is split between Northern businesses and Northern Indigenous businesses. Below is the percentage of spending each company committed to in their SEAs during each stage of their operations.



Ekati*

CONSTRUCTION



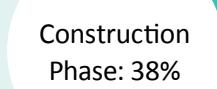
OPERATION



CLOSURE



Diavik



Gahcho Kué



*SEAs were negotiated on a case-by-case basis. As a result, commitments vary among agreements. For example, Ekati's SEA, the first such agreement signed by the GNWT, does not contain closure commitments. To better meet the needs of NWT residents, closure commitments have since become requirements of all SEAs. As part of the new *Mineral Resources Act*, the GNWT expects to standardize reporting dates and other aspects of future SEAs.

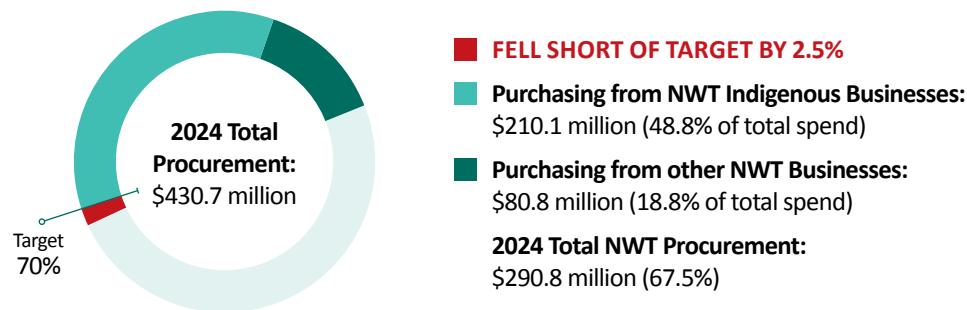
2024 Mine Procurement

In 2024, the three operating NWT diamonds mines spent nearly \$1.15 billion combined, with \$800 million (or 69.8%) of that being spent with NWT and NWT Indigenous businesses.

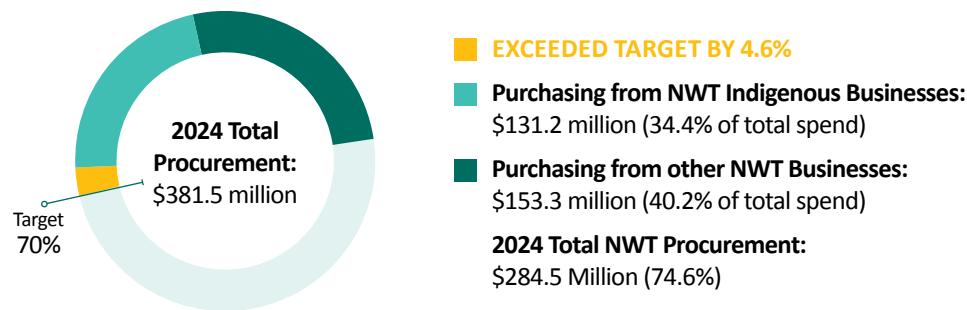
Diavik met its northern procurement commitment of 70 percent, for the seventh year in a row, exceeding its target by 4.6 percent in 2024. As it has every year since construction began, Gahcho Kué once again met its Northern procurement target of 60 percent, exceeding that figure by 7.4 percent in 2024. Ekati nearly met its Northern procurement target of 70 percent in 2024, falling short by just 2.5 percent. Ekati's Northern procurement percentage of 67.5 percent in 2024 is up more than ten percent from 2023.



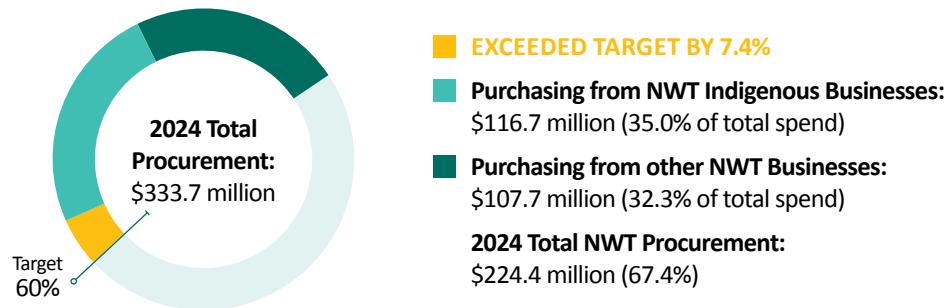
Ekati



Diavik



Gahcho Kué



SEAs Explained: What qualifies as an NWT Business?

Each SEA contains unique language defining an NWT Business. Generally, an NWT Business is a business registered and operated in the Northwest Territories. SEAs define an Indigenous NWT Business as an NWT business majority-controlled by an Indigenous NWT resident, an Indigenous Government in the NWT, or an Indigenous economic development corporation in the NWT.

1996-2024

Cumulative Mine Procurement

Since 1996, NWT diamond mines* have spent more than \$28.9 billion. More than \$20.2 billion of that total has been with NWT businesses, of which more than \$9.1 billion went to Indigenous-owned NWT businesses. In 2024, the NWT's three operating diamond mines contributed nearly \$800 million to NWT businesses.

PURCHASING FROM

* Figures include spending from Ekati, Diavik, Gahcho Kué, and Snap Lake

**NWT INDIGENOUS
BUSINESSES:**
\$9.1 Billion
(31.5% of total spend)

**OTHER NWT
BUSINESSES:**
\$11.05 Billion
(38.3% of total spend)

**TOTAL NWT
PROCUREMENT SPEND:**
\$20.15 Billion
(69.8% of total spend)

**SOUTHERN
BUSINESSES:**
\$8.73 Billion
(30.2% of total spend)

**TOTAL
CUMULATIVE
PROCUREMENT**
**\$28.88
Billion**

Government Revenues from Diamond Mines

The GNWT receives revenues from non-renewable resources in two primary ways: royalties and taxes. Royalties are included in the definition of resource revenues for purposes of sharing with Canada and Indigenous Government signatories to the *Northwest Territories Land and Resources Devolution Agreement*. The GNWT keeps all tax revenue generated from non-renewable resource activity.

Royalties and Revenue Sharing

Royalty revenues net of land claim entitlements are shared with the federal government and Indigenous Governments. One-half of resource revenues (subject to a cap) are retained by the GNWT with the remainder shared with the federal government through an offset against the GNWT's Territorial Formula Financing Grant. Revenue retained by the GNWT is called the Net Fiscal Benefit. Up to one-quarter of the Net Fiscal Benefit is shared with Indigenous Government signatories to the *Northwest Territories Land and Resources Devolution Agreement*. Annual royalty revenues vary depending on mine performance.

Royalties

Non-renewable resources are no longer available for future use once extracted. Royalties serve to convert a non-renewable resource into a financial asset for public benefit. Royalties are based on the assessed value of the minerals mined at source minus allowable deductions claimed by the company. A mine is charged an escalating royalty rate that can range from 0% to 13% depending on the value of the mine's production after deductions. The value of the minerals produced from a mining operation is influenced by numerous factors including market prices, the quality of resources being extracted, mine capital and operating costs, and interest and exchange rates. In 2023-24, the GNWT collected \$5.682 million in royalties, including oil and gas royalties.

ITI committed to reviewing the royalty regime as part of its work developing the *Mineral Resources Act* regulatory framework. Current royalty regulations were mirrored from the federal regulations as part of Devolution.

The last major revision of regulations was in the 1990s in response to the emergence of the NWT diamond industry. Most jurisdictions with active mining industries review their royalty regimes approximately every ten years as a best practice to ensure the regime is continuing to strike a balance between attracting investment and providing fair return to the public.

Taxes

Taxes Paid by Employees:

NWT diamond mines also provide the GNWT with revenues from corporate income tax, property tax, fuel tax, and carbon tax. In the past three years, diamond mines have contributed 42 per cent of these GNWT taxes. In addition, all mine employees pay payroll tax and resident mine employees pay NWT personal income tax.

Taxes Paid by Employers:

Corporate Income Tax: Large NWT companies such as diamond mines are subject to the general corporate income tax rate of 11.5% of corporate taxable income.

Property Tax: Property tax levied on NWT mines is based on assessed property value. Most of the property tax revenues collected by the GNWT are from the diamond mines.

Fuel Tax: Mines use power generation facilities, haul trucks, and processing equipment that consume significant quantities of fuel which (except for heating fuel) are taxed.

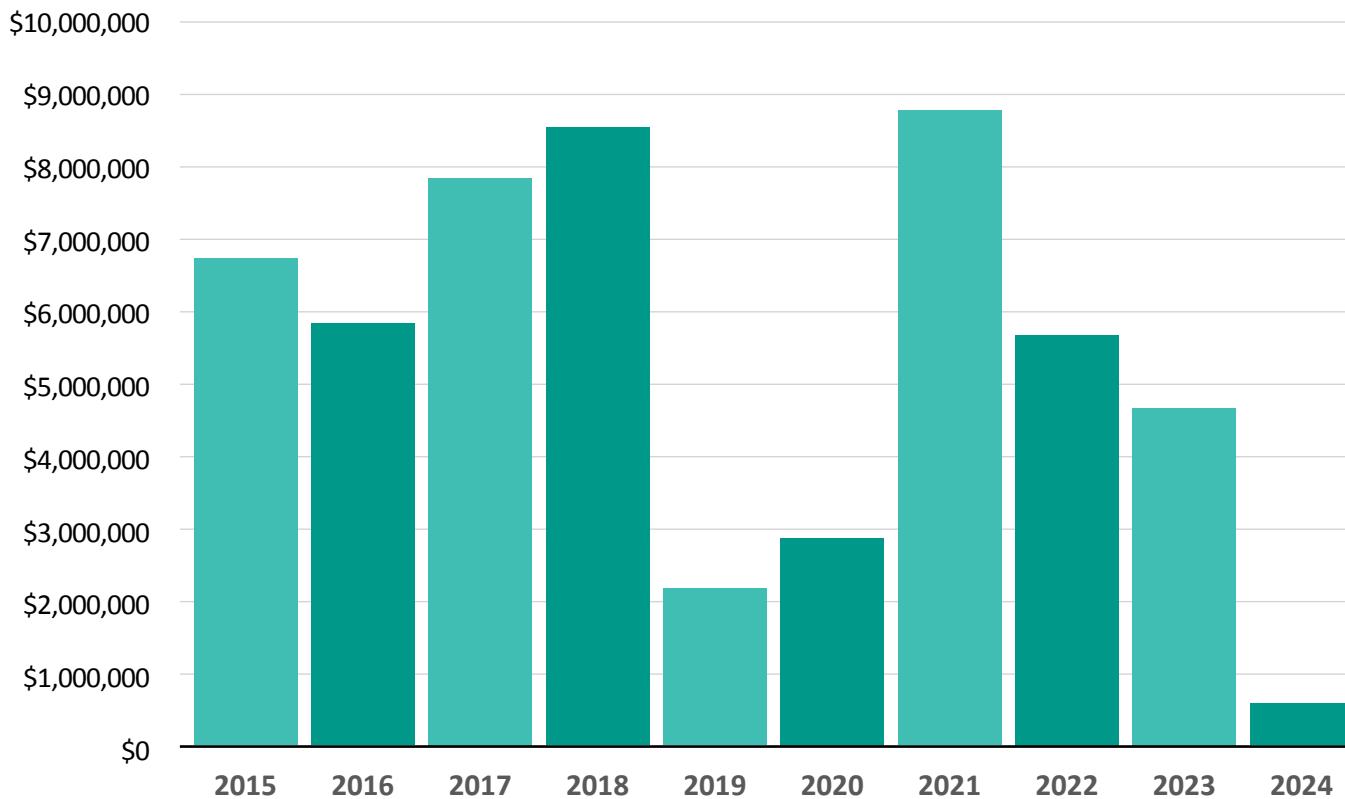
Carbon Tax: The diamond mines are subject to carbon tax on fuel consumed in their operations. Effective April 1, 2023, diamond mines receive an annual rebate of up to 72 per cent of carbon tax paid to a consumption baseline specific to each mine.

Cash Distribution of Resource Revenue Sharing Amounts to Indigenous Government Signatories to the Devolution Agreement

2015	2016	2017	2018	2019	2020	2021	2022	2023	2024*
\$6,700,591	\$5,943,715	\$7,968,685	\$8,449,302	\$2,091,536	\$2,910,318	\$8,634,611	\$5,661,083	\$4,732,437	\$642,938

* 2024 reflects RRS amounts and retained amounts for 2023-24 not yet distributed.

Total Distribution of Resource Revenue to Indigenous Government Signatories to the Devolution Agreement



Secondary Diamond Industry

NWT diamond mines agree to supply a percentage of rough diamonds to Approved NWT Diamond Manufacturers (ANDM).

The NWT diamond producers ensure a local supply of diamonds to the ANDMs. This supply helps to support secondary industries in cutting and polishing. It provides local opportunities for employment and training in these industries.

The diamond market had a very challenging year. The Diamond Policy Framework proved to be a tool that helped the local manufacturing industry to stay active.

The partnership with the Gemological Institute of America (GIA) and the Gemological Science International (GSI) has proven beneficial to the diamond manufacturers. It allowed them to grade and certify their production in one single place.

The GNWT cooperated with the Natural Diamond Council (NDC) on their Real, Rare, Responsible campaign, bringing actor and NDC's diamond ambassador Lily James to the Northwest Territories to film a campaign for natural diamonds.

DIAMOND DEFINITIONS

Polar Bear Diamond™: GNWT-owned trademark, provides origin of the diamonds as Mined, Cut and Polished in the NWT. There are minimum requirements of size and quality.

Government Certified Canadian Diamond: GNWT-owned trademark, provides origin of the diamonds as Mined, Cut and Polished in the NWT.

Carat (ct): The carat is a unit of mass equal to 200 mg (0.00705 oz), or 0.00643 troy oz, and is used for measuring gemstones and pearls.

ROUGH DIAMOND PURCHASE BY ANMD – 2024

	Total Rough Purchase	6,272.87 ct
	Local Manufacturing	417.87 ct

POLISHED DIAMONDS EXPORTS – 2024

	Polar Bear Diamonds™	37.12 ct
	Government Certified Canadian Diamond™	2.13 ct
	Polished – Others	190.79 ct



FEATURE STORY



Procurement

The Sun Shines on Tłı̨chǫ Investment Corporation as it Pursues Solar Projects

The Tłı̨chǫ Investment Corporation (TIC) took major steps towards energy independence and renewable power leadership in 2024 with the advancement of two solar installations at NWT mining projects. TIC is the economic development arm of the Tłı̨chǫ Government, devoted to creating sustainable economic opportunities for Tłı̨chǫ citizens.

TIC and Solvest Inc., a Yukon-based renewable energy company, collaborated to help complete Diavik Diamond Mine's 3.5-megawatt solar project, which is currently the largest off-grid solar array in Canada's North. Construction at the mine site took three months, with TIC providing roughly one-third of the project workforce. Estimated to reduce Diavik's diesel use by one million litres annually, this project marked the first solar construction project for Tłı̨chǫ citizens, according to TIC.

Later in the year, TIC secured nearly \$620,000 in funding from the Canadian Northern Economic Development Agency (CanNor) to bring solar energy generation and storage to STLLR Gold Inc.'s Colomac Gold Project on Tłı̨chǫ lands. This renewable power facility, being developed in partnership with Solvest, will include an 88-kilowatt solar array and a 200-kilowatt-hour storage unit. The project is expected to save STLLR Gold more than 50,000 litres of diesel per year, representing an 86 percent decrease from its current consumption.

“Our work at Colomac reflects the Tłı̨chǫ Investment Corporation’s long-term vision for clean energy leadership in the North,” said Paul Gruner, the corporation’s CEO. “Projects like this not only generate stable revenue and reduce emissions—they also create training opportunities and build lasting capacity within our communities.”

TIC will own the system and lease it to STLLR Gold, creating long-term revenue while supporting energy security. The project also includes certified training for Tłı̨chǫ workers to help build local technical capacity.

And TIC is not stopping there. It continues to work with Solvest on a broad portfolio of renewable energy projects, including proposals to other mines and mining projects. TIC has also applied under the federal Indigenous Leadership Fund to support a community

solar project in Behchokǫ and a solar and battery system at the Whatì Winter Road Maintenance Yard. These projects seek to reduce electricity costs by more than \$150,000 annually, cut greenhouse gas emissions, and improve local energy security.

“As we pursue additional renewable energy projects across mine sites and Tłı̨chǫ communities, we’re proud to be shaping a more sustainable and self-reliant future,” said Gruner. “This is about more than energy—it’s about Indigenous ownership, economic resilience, and leading the transition.”

Having gained valuable experience on renewable power systems with mining projects, TIC is now poised to expand Tłı̨chǫ-owned clean energy infrastructure while reducing diesel reliance in the NWT.





Since 1996
**CUMULATIVE PERSON
YEARS OF EMPLOYMENT
FOR NWT RESIDENTS***
35,792





Employment and Participation in the NWT

- Employment Targets
- 2024 NWT Mine Employment
- Cumulative NWT Diamond Mine Employment (1996-2024)
- 2024 NWT Employment by Community
- Job Categories
- 2024 NWT Employment by Job Category
- Feature Story: Diavik supports its employees on pathways to new opportunities after closure

1,015 Person Years of Employment for NWT Residents at Operating Diamond Mines in 2024

* Figures include Ekati, Diavik, Gahcho Kué, and Snap Lake



Employment Targets

Every SEA includes employment commitments made by companies to hire NWT and NWT Indigenous residents. NWT mines employ local workers directly or through contractors. Their employment commitments aim to maximize economic opportunities for NWT residents. Mines recruit and keep local workforces through incentives. These can include Northern benefit and relocation packages for NWT employees.

NWT resident is a term included in SEAs to describe a person whose primary residency is in the NWT. The term Indigenous describes a member of an Indigenous Government or First Nation.



Ekati

CONSTRUCTION

33% NWT

50% of which should be NWT Indigenous employees

OPERATIONS

62% NWT

50% of which should be NWT Indigenous employees

CLOSURE



Diavik

40% NWT

66% NWT

40% of total workforce should be Indigenous



Gahcho Kué

35% NWT

55% NWT

55% NWT



Employment numbers are rounded up or down and may not total exactly.

Achieved Commitment 
Missed Commitment 

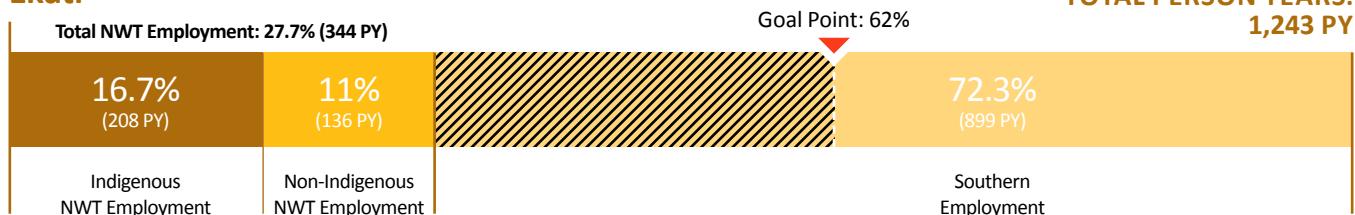
2024 Mine Employment

In 2024, the NWT's operating diamond mines supported 1,014.8 Person-Year (PY) equivalent employment to NWT residents. This represents more than two million hours (2,216,323) of work.

NWT Operating Diamond Mines



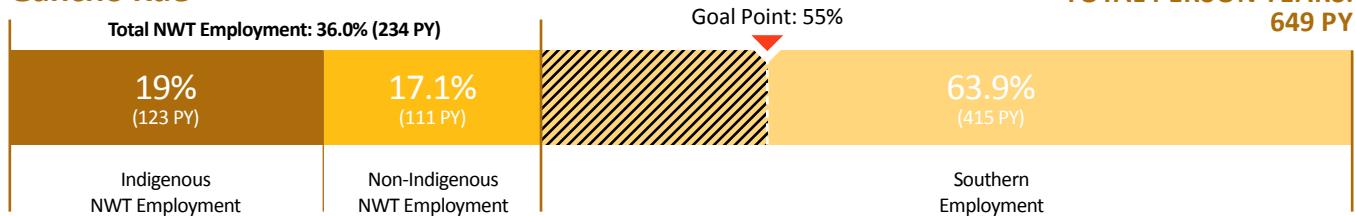
Ekati



Diavik



Gahcho Kué



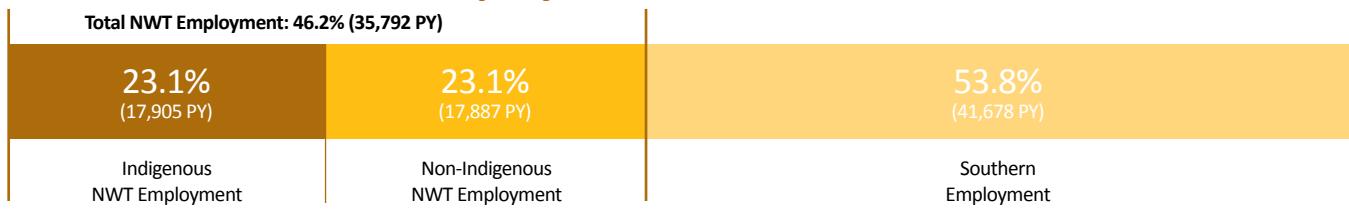
SEAs Explained: What is a Person-Year?

This report describes employment in Person-Years (PY), which is equivalent to 2,184 hours. This figure amounts to the annual total of hours worked on a two-weeks-in and two-weeks-out rotation (14, 12-hour days x 13 rotations per year).

Cumulative NWT Diamond Mine Employment (1996-2024)

Employment numbers are rounded up or down and may not add up exactly.

NWT Diamond Mine Employment*



* Figures include Ekati, Diavik, Gahcho Kué, and Snap Lake.

2024 NWT Employment by Community

Behchoko	92.3	Hay River	116.1
Délı̨nę	3.4	Inuvik	3.1
Detah	2.8	Jean Marie River	3.1
Enterprise	1.0	Kakisa	2.0
Fort Good Hope	1.5	Łutselk'e	6.9
Fort Liard	3.1	Norman Wells	3.0
Fort McPherson	1.3	Tulita	1.7
Fort Providence	9.7	Wekweètì	7.4
Fort Resolution	7.9	Whañi	26.9
Fort Simpson	5.4	Wrigley	1.0
Fort Smith	40.8	Yellowknife	671.4
Gamèti	13.8	NWT Not Identified	3.3

* Figures include Ekati, Diavik, Gahcho Kué, and Snap Lake.

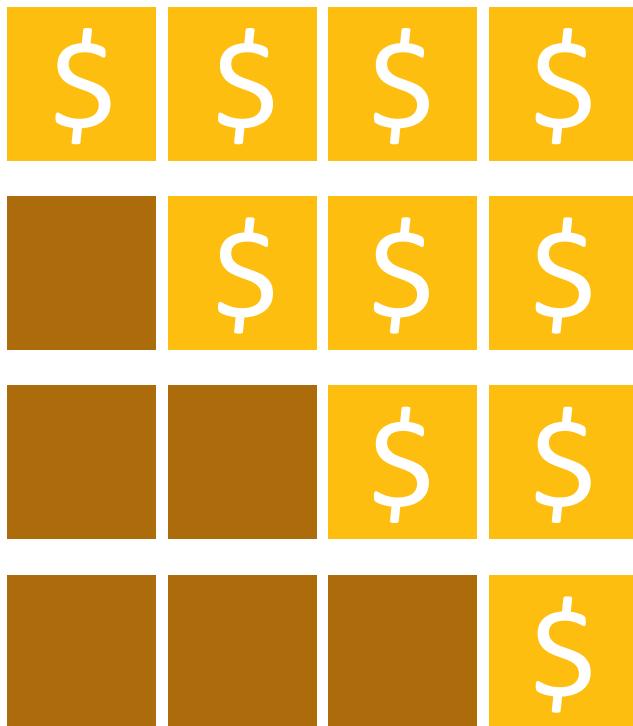
Source: Burgundy Diamond Mines, Diavik Diamond Mine Inc., De Beers Group Canada

Note:

- Community employment numbers are rounded to one decimal and may not add up exactly to NWT employment totals.
- Communities with no mine employment (Aklavik, Colville Lake, Kátł'odeeche, Nahanni Butte, Paulatuk, Sachs Harbour, Sambaa K'e, Tsíigehtchic, Tuktoyaktuk, Ulukhaktok) are not included in this table.
- Ndlq figures are included in Yellowknife.



Job Categories



Professional and Management

Requirements: A university degree and/or professional designation. *Positions may include engineers, accountants, lawyers.*

Skilled

Requirements: A journeyman certification, and years of experience in the role. *Positions may include electricians, plumbers, industrial mechanics.*

Semi-Skilled

Requirements: Some schooling and experience. *Positions may include apprentices, front-line supervisors, operators.*

Entry Level

Requirements: Grade 10-12 and can be trained on the job. *Positions may include housekeeper, cook's helper, labourer.*

2024 NWT Employment by Job Category



Professional and Management

28.5% of Professional and Management positions are filled by NWT residents

71.5% of Professional and Management positions go south



Skilled

25.4% of Skilled positions are filled by NWT residents

74.6% of Skilled positions go south



Semi-Skilled

40.1% of Semi-Skilled positions are filled by NWT residents

59.9% of Semi-Skilled positions go south



Entry Level

63.4% of Entry-Level positions are filled by NWT residents

36.6% of Entry-Level positions go south

FEATURE STORY



Employment

Diavik supports its employees on pathways to new opportunities after closure

Mineral deposits are finite—every day of extraction brings a mine closer to closure. Responsible mining companies recognize this and develop detailed closure plans before operations even begin.

With Diavik's forecasted closure date of early-2026 approaching, company leaders planned a process to help their employees transition to new career opportunities. In 2022, the company first rolled out its MyPath program, designed to help Diavik's hundreds of employees and contractors, including Northerners and those from Participation Agreement communities, pursue their desired career paths after the mine shuts down.

Diavik, which has called MyPath the first program of its kind in North America, used lessons its parent company Rio Tinto learned from closing operations in Australia. "We looked at how their program was run, what worked well and where we could improve, and the result was our MyPath program," said Matthew Breen, Chief Operating Officer.

The career transition program has five pathways employees can choose from, which include redeployment within Rio Tinto; continuing a similar career with another company; embarking on a new career through training; owning a business (entrepreneurship); and retirement. For each pathway, Diavik made specific supports like career counselling and financial planning available to employees to help guide their decision-making.

“Clear communication to all leaders and team members from the onset is crucial to enable employees to fully understand the services and resources available,” said Sandra Thompson, Senior Advisor, Learning and Development with Diavik. “Endorsement by senior leadership was instrumental in driving the program.”

Diavik and GNWT have also partnered to promote existing government resources, like education and skills training programs, entrepreneur mentorship, business development funding, and health and wellness supports to assist Northern employees pursuing new career opportunities and navigating major life changes.

For example, more than 100 employees at Diavik are interested in continuing a similar career with another company, with the majority seeking employment with another NWT diamond mine, industrial project, or

employer. In 2024, Diavik and GNWT held career fairs at the mine site and in Yellowknife to help connect these workers with potential local employers. More job fairs are scheduled in 2025. If Northern employees from Diavik are hired at other mines, it is expected to help those operations achieve their Northern and Indigenous Northern hiring commitments in their Socio-Economic Agreements.

Diavik and GNWT are also committed to maintaining their own Socio-Economic Monitoring Agreement commitments related to Northern employment, procurement, and training through closure.

To date, Diavik has been encouraged by MyPath’s uptake from its employees. “Once our Northern employees understood the program and services available to them, participation and engagement increased,” said Thompson. Onsite career coaches have been crucial to assist and encourage Northern employees to follow their career aspirations. “Everyone we worked with has derived some value,” said Thompson.

Although mines do not stay open forever, Diavik has committed to helping its employees find their footing as they take the next steps along their career path.





2023-2024

1,335



**NWT STUDENTS RECEIVED
STUDENT FINANCIAL ASSISTANCE**



Training and Education in the NWT

- Building a Strong Northern Workforce
- Entry Level
- Semi-Skilled
- Skilled

- Professional and Management
- Feature Story: A Vision for the Kimberlite Career and Technical Centre's Next 20 Years

53
Apprentices
Employed Through
NWT Mines in 2024

25
Employed Directly
with Mines

28
Employed with
Contractors



Building a Strong Northern Workforce

Training and skills development are integral components of workforce development. They support an individual's career path and future earnings. Training and education can lead residents to better employment. Opportunities range from entry-level positions to skilled positions commanding higher salaries. NWT mines work together with the GNWT and organizations like the Mine Training Society, Skills Canada, and Aurora College to support a strong Northern workforce. Together they offer skill development opportunities to NWT residents.

The NWT resource development industry is growing and in search of new employees to fill positions. The Conference Board of Canada was contracted by the GNWT to conduct a labour market forecast and needs assessment for the Northwest Territories. The GNWT labour market information predicts the labour needs of the NWT out to 2040.

Entry Level

Commitments under SEAs

Training and skill development commitments help build a strong, territory-wide Northern workforce. Examples of these commitments include:

- Mine commitments to collaborate with the GNWT and other agencies to deliver community-based literacy programs.
- Mine commitments to place an emphasis on preemployment training for NWT residents.
- Mine commitments to establish an information and orientation program for high school students. This is to address job opportunities in the mining industry.
- GNWT commitments to maximize training opportunities. This would be by supporting initiatives and programs that help residents gain skills for employment.
- GNWT labour market information forecasts many positions will need postsecondary education, or extensive work experience.

Literacy Skills Support in NWT Homes

Skill development starts at an early age. Higher literacy rates boost the chances of obtaining jobs that pay a living wage and encourage individuals to pursue higher education and other educational opportunities.

De Beers Group has long championed literacy development with their Books in Homes program. Launched in 2003, the program delivers free books to youth in NWT communities to encourage literacy skills. Initiatives like this are part of the company's "Building Forever" sustainability strategy that aims to benefit NWT residents beyond the life span of the mine.



2024 Training Uptake by Impacted Community

Several programs were offered in 2024 to meet the GNWT's commitments to train a local NWT workforce. These programs complement initiatives supported by individual mines.

The **COMMUNITY LITERACY DEVELOPMENT FUND (CLDF)** provides financial help to community organizations. Funding aims to develop and deliver local programs that will increase literacy skills and awareness of the importance of literacy. The program supports literacy development in all eleven NWT official languages. Indigenous languages are prioritized.

The **TRADES AND OCCUPATIONS WAGE SUBSIDY PROGRAM (TOWSP)** provides subsidies to employers. This program supports the hiring and training of workers through the early years of an apprenticeship or occupation certification program.

The **EMPLOYEE TRAINING PROGRAM/WAGE SUBSIDY PROGRAM (ETP/WSP)** provides support to employers. Employers who have hired employees in anticipation of their workforce needs can get support to offset the cost of training. The program supports initial training or extra training needed to maintain positions. It can also help employees progress to new or better jobs.

The **WAGE SUBSIDY PROGRAM (WSP)** provides support to employers to hire and train NWT residents. This program provides work experience and training to enable meaningful long-term employment.

The **SKILLS DEVELOPMENT PROGRAM (SDP)** provides support for individuals through short-term training opportunities. It develops essential skills that could lead to future employment. Skills include literacy and numeracy development, workplace essentials training, employment readiness, and pre-employment training.

The **SELF-EMPLOYMENT PROGRAM (SEP)** supports residents who want to start a small business or take ownership of an existing business. Assistance to clients includes assessing their business idea, personal suitability, family issues, financial risks, and the resources available or required to be successful.

The **SMALL COMMUNITY EMPLOYMENT SUPPORT (SCES) PROGRAM** supports small NWT communities and regional centres in developing training and employment opportunities for their residents.

COMMUNITY TRAINING PARTNERSHIPS (CTP) provide training and skills development opportunities to improve participant employability.

JOB CREATION PARTNERSHIPS (JCP) provide work experience opportunities to improve participant employability.

The **STRATEGIC WORKFORCE INITIATIVE (SWI)** supports community partners in undertaking labour market activities that promote labour force development, workforce adjustments, and effective human resources planning.

2024 Training Uptake by Impacted Community

Yellowknife

	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SDP	53	9	1	1	63
SCES	—	—	—	—	0
SEP	4	10	—	—	14
ETP/WSP	4	27	—	—	31
TOWSP	4	15	7	—	26
CLDF	92	39	24	—	155

Dettah/Ndilò

	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SCES	—	—	—	—	N/A

Legend

Indigenous	
Non-Indigenous	
Not Reported	
CLDF*	Community Literacy Development Fund
TOWSP	Trades and Occupations Wage Subsidy Program
ETP/WSP	Employee Training Program / Wage Subsidy Program
SDP	Skills Development Program
SEP	Self Employment Program
SCES*	Small Community Employment Support

Behchokò

	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SDP	1	—	—	—	1
SCES	75	—	—	—	75

Whatì

	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SDP	1	—	—	—	1
SCES	69	—	—	—	69

Gamèti

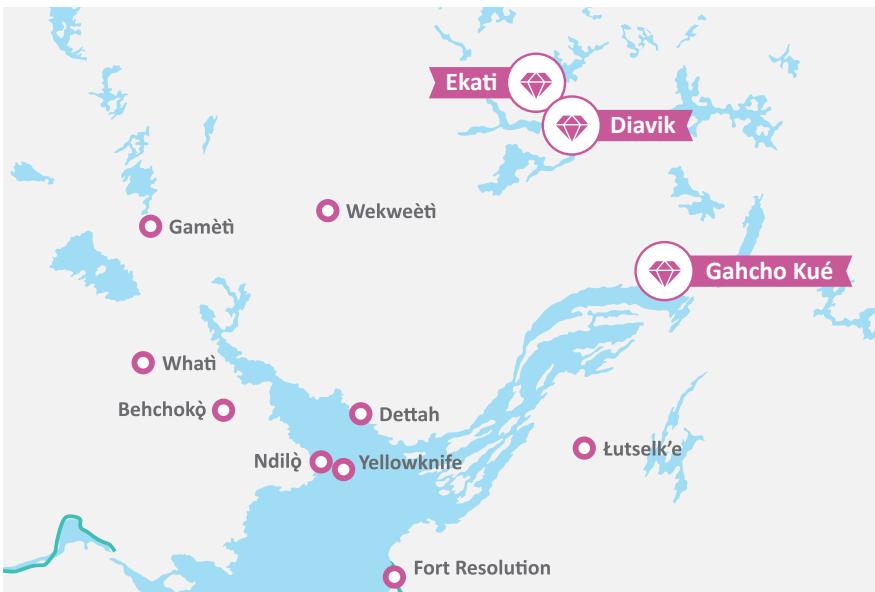
	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SCES	14	—	—	—	14
ETP/WSP	5	—	—	—	5

Wekweèti

	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SCES	13	—	—	—	13

Fort Resolution

	Graduate	Indigenous	Non-Indigenous	Not Reported	Total
SCES	25	—	—	—	25



Source: Department of Education, Culture and Employment
Notes: N/A indicates there was no data reported for 2024.



Semi-Skilled

Commitments under SEAs

NWT mines support organizations like the Mine Training Society which deliver training to the NWT labour force. For NWT residents registered with the GNWT's Apprenticeship, Trade and Occupation Certification (ATOC) Program, completing technical training and on-the-job work experience hours leads toward a Certificate of Qualification recognized under the *Apprenticeship, Trade, and Occupations Act*.

Skilled

Training Commitments under SEAs

All three producing mines hire apprentices from the GNWT apprenticeship program to gain on-the-job experience towards journeyperson certification.

- Ekati has committed to make available all opportunities of advancement to employees who are NWT residents, including training and apprenticeships. Ekati had 20 Northern apprentices in 2024.
- Diavik has committed to provide at least eight, and up to 18, apprentice positions annually during the operations phase. It met its commitment in 2024 with 14 apprentices.
- Gahcho Kué has committed to providing training for ten apprentices throughout the life of the mine. Gahcho Kué continues to honour its commitments, with 13 apprentices in 2024.

Aurora College

Aurora College helps residents learn skills needed to progress through their careers. This includes scholarship opportunities for individuals looking to pursue a career in trades. NWT mines partner with Aurora College as part of their SEA requirements. The college delivers many adult and post-secondary programs to meet the needs of individuals, communities, and the labour market.

Blue Seal Program

The Achievement in Business Competencies (Blue Seal) Program is a credential offered by NWT Apprenticeship, Trade and Occupation Certification (ATOC) to individuals with a valid Journeyperson Certificate, Occupational Certificate, or another valid trade certificate recognized in the NWT.

The Blue Seal Program was established by Alberta Apprenticeship and Industry Training (AIT) to encourage and recognize business training for certified journeypersons. Earning a Blue Seal proves that a candidate not only meets high industry standards, but also has the knowledge and drive to develop their business skills and succeed in business. To obtain a Blue Seal, journeypersons must complete 150 hours of business education. This can be achieved by completing one or more programs of study approved by the NWT ATOC, completion of study through one or more approved areas of study through a recognized training provider totaling 150 hours, or a combination of the two.

NWT Journeypersons or Occupational Certificate holders who complete the Blue Seal Program are well positioned to move into leadership, supervisory, entrepreneurial, or other roles.

NWT Apprenticeships

Number of Mine Applicable Apprenticeships by Trade in the NWT (2024)



86
CARPENTER



51
CONSTRUCTION
ELECTRICIAN



48
HEAVY EQUIPMENT
TECHNICIAN



31
PLUMBER AND
PLUMBER/GASFITTER



20
WELDER



10
PARTS TECHNICIAN

COOK.....	5	POWERLINE TECHNICIAN.....	3
INDUSTRIAL MECHANIC – MILLWRIGHT	9	CRANE OPERATOR.....	2
MACHINIST.....			1

Number of Apprentices Currently Registered with the Mines

Heavy Equipment Technician	10	Construction Electrician	1	Industrial Electrician.....	1
Industrial Mechanic – Millwright ..	5	Parts Technician	1	Instrumentation Technician	1
Crane Operator	2	Plumber and Plumber/Gasfitter....	1		

Source: Department of Education, Culture and Employment



Professional and Management

Commitments under SEAs

NWT mines provide scholarships and summer employment to students building careers in mining-related fields. De Beers, for instance, has committed to four professional development positions for its employees during the life of the Gahcho Kué mine.

Scholarship programs provided in 2024 for those interested in a mine-related career included:

- Rio Tinto Diavik Diamond Mine Community Scholarship Fund
- De Beers Group STEM Scholarship Program for Women in Canada
- Ekati Plus Program Post-Secondary Scholarship Program

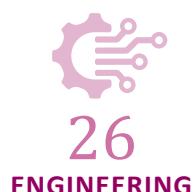
Student Financial Assistance

The GNWT's Student Financial Assistance (SFA) program provides a variety of non-repayable grants and students loans to assist NWT residents pursuing a post-secondary education.

The SFA program shares career opportunities and information on alternative sources of funding, at the request of Indigenous Governments, Non-Government Organizations, businesses, etc.

**Support was provided to
1,335 NWT
students during the
2023-2024 academic year**

SFA provided by field of study



Source: Department of Education, Culture and Employment



FEATURE STORY



Education and Training

A Vision for the Kimberlite Career and Technical Centre's Next 20 Years

For two decades, the Kimberlite Career and Technical Centre (KCTC) has given thousands of high school students at Yellowknife's Ecole St. Patrick High School the chance to learn new skills, get hands-on experience with power tools, and gain exposure to career paths in the trades.

In 2024, KCTC celebrated its 20th anniversary with Yellowknife Catholic Schools (YCS) breathing new life into the facility. Cindy Kimove was hired as an assistant principal in August 2024 with an aim to "revitalize and modernize" the KCTC. "It's still a wonderful facility, but it's kind of just sat for the last little bit. It hasn't really had a champion leading it."

The facility first opened in 2004, across the street from the high school. De Beers Canada, then preparing to open its Snap Lake mine, provided \$500,000 for construction, which spurred other companies to get involved and donate. When staff realized they needed

a bigger shop, De Beers took the lead on fundraising, joining with business partners to raise \$750,000—an amount matched by the GNWT—for the expansion.

Since the beginning, KCTC has focused on pre-trades training. Today, it offers power technology, metal work, and woodwork courses. But it also hosts other non-traditional trades offerings, such as textiles, and electronics and robotics classes, as well as entrepreneurial and makerspace-style programs. In Fall 2025, students in the aviation program will be able to work towards a private pilot's license during their time in high school.

KCTC wants to help students become employable, which means more than just skills development. A big barrier in the Northwest Territories, especially female Indigenous students, is often being tasked with looking after family members, Kimove said. “It means that moving to go get an accreditation from somewhere down south is not really a possibility for them.”

That’s why KCTC has started the Skill Sisters group to introduce female students to career possibilities they may have never considered. The group meets for lunch every month, with a conversation between students and the instructors, before trying something new in one of the workspaces. “It could be using a power tool we’ve never seen before or looking under the hood of a car and talking about what’s going on there but just learning some skills so that it makes the experience more equitable for everyone,” said Kimove.

KCTC programming is designed for high school students, but Kimove is looking to give younger students at other YCS schools a chance to explore the facility. “I know we have big plans to backpedal into the younger grades and try to give them a bit of an experience over here as well, so it’s not so scary and new when they hit Grade 8,” she said.

More modern equipment would help with a first impression. “Where the industry has changed so much in the last decade, I think our facility also needs to upgrade to reflect that a little bit,” she said. “It’s still using power tools that plug into cable reels that come from the ceiling, where, in industry, a lot of that stuff is cordless now. Little things like that.”

Kimove hopes to reach out to potential sponsors for support, while also ramping up awareness of the facility, which acts as a steppingstone for students to pursue careers in the trades. Students get credits towards graduation from KCTC courses but also learn skills that NWT employers are desperate for. “For example, they’ll take [the] power technology [course] and they’ll do small engine repair and they’ll figure out that they really like that and then they would approach us and say, ‘I think I really want to do a [Student North Apprenticeship Program] SNAP placement,’” she said.

SNAP allows students to leave school for a work placement at a local business, while earning high school credits and money during that time. “Usually from there, a kid will either be offered an apprenticeship, like a formal one, or they’ll be supported by their employer to go to a trades program at the Aurora College or somewhere down south, and then eventually come back and work,” she said. Two of KCTC’s current instructors graduated from Ecole St. Patrick High School and used KCTC as students before pursuing their Red Seals.

Improving those connections with industry right now is one of Kimove’s main goals. “We get our feet under us just to reach out and have more industry come in and see the facility and get their two cents on what kinds of things we should be focusing on, so that kids are employable when they leave here.”





Wellness

2024

**\$150,000
(\$450,000 total)**

**CONTRIBUTION FROM DE
BEERS GROUP ANNUALLY FOR
AURORA COLLEGE SCHOOL
OF HEALTH AND HUMAN
SERVICES FOR THE NEXT
THREE YEARS**

- Diavik Measure 6
- Feature Story: A Snapshot of Mine Investments in NWT Communities



Diavik Measure 6

In 2019, Diavik submitted a plan to the Mackenzie Valley Environmental Impact Review Board to put processed kimberlite—the mineral diamonds are found in—underground and in mined-out pits at its mine site. For Diavik to go ahead with its plan, the Review Board said six measures to reduce impacts had to be put in place.

In general, Measure 6 directed the GNWT to work with Indigenous Governments to develop community-specific indicators of cultural well-being. These indicators would be used to monitor and track cultural well-being in communities, with the aim of identifying and mitigating impacts from the project.

The GNWT and Indigenous Governments held more than a dozen meetings to identify these cultural well-being indicators. This engagement involved multiple members, leaders, and elders from participating communities. It also included regular Technical Advisory Panel (TAP) meetings to direct the progress of this work. The GNWT has provided funding to help Indigenous Governments develop definitions of cultural well-being, and the indicators to measure it.



The Indigenous Governments involved include:

- Deninu Ké First Nation
- Fort Resolution Métis Government
- Kitikmeot Inuit Association*
- Łutselk'e Dene First Nation
- North Slave Métis Alliance
- Northwest Territory Métis Nation
- Tłı̨chǫ Government
- Yellowknives Dene First Nation

**The Kitikmeot Inuit Association said it did not wish to participate in the process.*

In May 2022, an independent contractor hired by the GNWT released a report of cultural well-being indicators. This included a list of shared indicators that should be prioritized. In 2023, the GNWT and contractor completed a data monitoring plan and framework, with TAP feedback. The GNWT will submit its first annual monitoring report in 2025 and seek feedback from TAP members to improve future reporting.

► *From the Review Board's report of Environmental Assessment:*

Measure 6: Adaptive Management of Cultural Impacts

To mitigate significant cumulative adverse cultural impacts of the Project, the Government of the Northwest Territories will engage and work with Indigenous intervenors, and the communities they represent, to monitor and adaptively manage adverse impacts on cultural wellbeing from the Project, in combination with the Diavik Mine and other diamond mining projects.

FEATURE STORY

Wellness A Snapshot of Mine Investments in NWT Communities

In addition to SEA commitments that prioritize Northern and Northern Indigenous employment, procurement, and training, diamond mines also provide support and funding to communities for a variety of programs and activities. In the past, this has included anything from sponsoring the construction of daycare or recreational facilities to ongoing funding that supports literacy and on-the-land programs. Last year was no different, as the diamond mines made significant and lasting contributions to NWT communities to improve quality of life for residents. Here's a snapshot of some of those community investments:

De Beers Group

In 2024, De Beers Group announced \$450,000 in financial support over three years to the Aurora College School of Health and Human Services. The funds will go towards supporting elder care and community health in the NWT.

Specifically, the donation from the Snap Lake Mine closure project will provide 13 students in nursing and personal support worker programs with bursaries to support their practicums. The funds will also be used to hire Indigenous Knowledge holders at Aurora College, who will be available to provide Indigenous perspectives on health and healing in such areas as elder care. The money from De Beers will also train health care students to lead Elders in Motion workshops in Behchokǫ̀, Dettah, Ndilo, and Yellowknife.

"We're proud to be investing in students and elders and to help strengthen connections between health care practitioners and Indigenous communities," Kelly Brenton, Social Performance Manger with De Beers Group said. "Even as active closure at Snap Lake comes to

an end later this year, we see this as helping lay the groundwork for lasting, positive impacts within the Northwest Territories."

De Beers also supports the Baby Bundle Project. This project aims to improve perinatal, infant, and child health, by providing all parents and caregivers equitable access to essential items for their baby's first six months. This partnership between the GNWT, Indigenous Services Canada, and De Beers Group has seen over 600 bundles given to families in need.

Diavik

With the mine's closure approaching, Diavik has helped to launch the Northern Legacy Fund to support NWT communities long after it shuts down. Managed by the Yellowknife Community Foundation, the fund expects to provide roughly \$125,000 in grants annually for education, health and community projects in the NWT.

Fundraising is currently underway, with a goal of \$3 million set for 2028. Diavik, the Northern Legacy Fund's lead sponsor, provided an initial seed contribution, donating a total of \$497,000 since 2023. "The fund is

an important chapter in the story of Diavik, and the story of the North," Chief Operating Officer Matthew Breen said. "It will make a lasting difference in the lives of Northern residents, and our partnership with the Yellowknife Community Foundation is an important part of Diavik's contribution to the North."

Ekati

Once again in 2024, Burgundy Diamonds provided financial support for the Tłı̨chǫ Government's Ekwǫ̀ Nàxoèhdee K'è: Boots on the Ground initiative. This multi-year caribou monitoring program, guided by traditional knowledge from Tłı̨chǫ elders and harvesters, collects crucial field information about the Bathurst caribou herd and its habitat.

In 2024, the Tłı̨chǫ Government's Department of Culture and Lands Protection research division undertook three projects on the barrenlands. This included a successful pilot winter program of Ekwǫ̀ Nàxoèhdee K'è, which sent a small team up the Tibbitt-to-Contwoyto Winter Road to monitor the caribou. Burgundy, and the previous owners of the Ekati mine, has supported the project for many years.



14.42%
OF EMPLOYEES IN
THE NWT MINING
INDUSTRY ARE WOMEN



Canadian average: 16.8%

Source: Canadian Average courtesy of Mining Industry Human Resources Council, Canadian Mining Workplace Profile, 2024; Statistics Canada, Labour Force Survey (Custom Data).



Women in Mining

- Women in Mining Employment
- Feature Story: Through mining, Kelly Brenton is motivated every day to help improve livelihoods in NWT communities



Ekati
13.60%
of employees were
women in 2024



Diavik
15.25%
of employees were
women in 2024



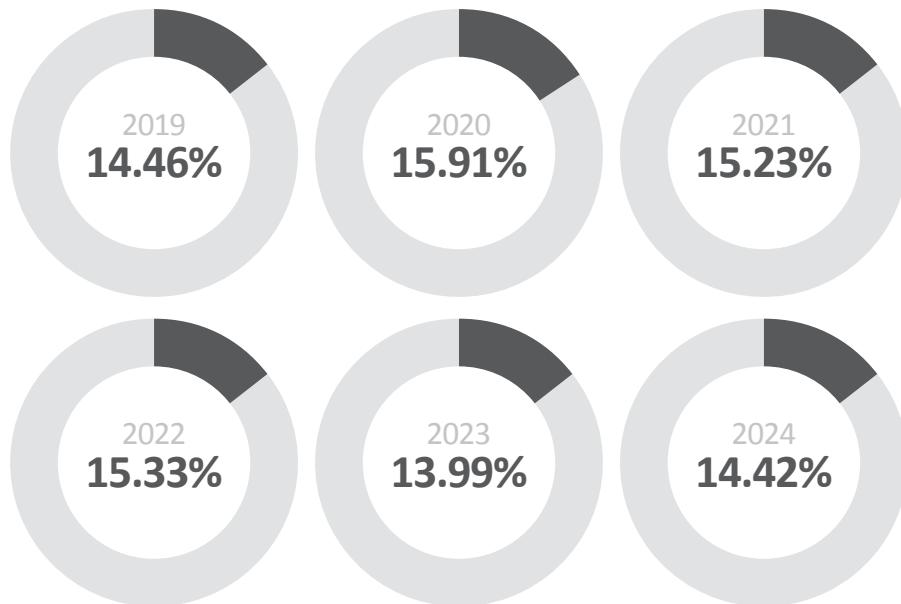
Gahcho Kué
15.91%
of employees were
women in 2024



Women in Mining Employment

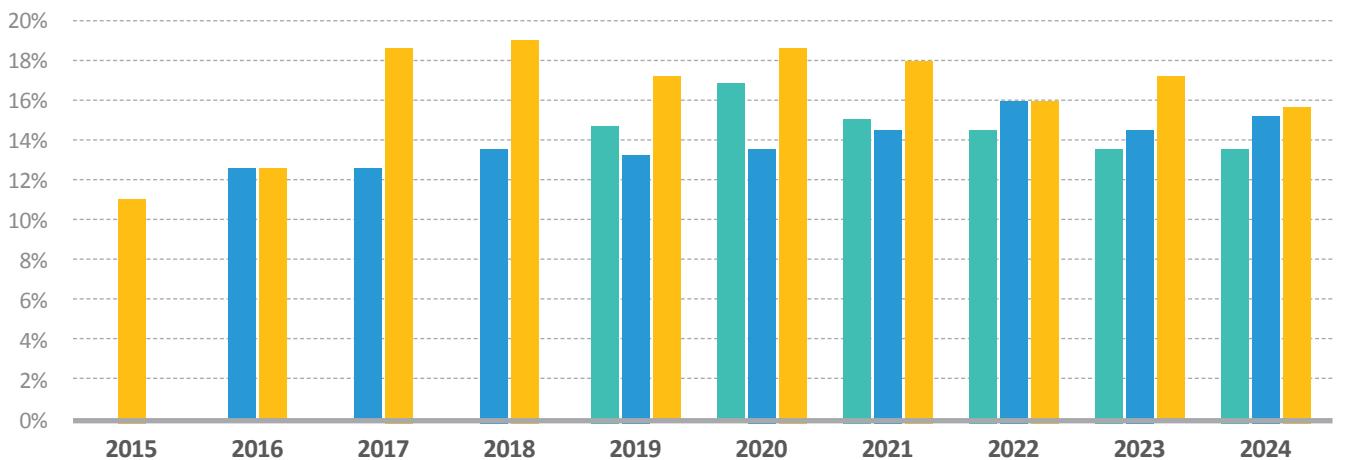
Ekati, Diavik, and Gahcho Kué recognize the importance of developing a representative workforce. The companies have made commitments in their SEAs to report on the employment and training of women. Ekati has committed to reporting the number of women employed in traditional and non-traditional occupations. Gahcho Kué has committed to reporting its employment numbers and training efforts by gender. Diavik reports its employment by gender.

Women - NWT Employment Totals (2019 – 2024)



WIM – Percentage of Workforce

Ekati Diavik Gahcho Kué



FEATURE STORY

WOMEN IN MINING NT AWARD

KELLY BRENTON



Women in Mining

Through mining, Kelly Brenton is motivated every day to help improve livelihoods in NWT communities

In recognition of her decades of leadership in the mining industry, Kelly Brenton was awarded the Women in Mining Award at the MAX Awards in November. Brenton, the Social Performance Manager for De Beers Group's Gahcho Kué mine, was surprised by the honor, as well as by her career in mining, which began shortly after she moved to Yellowknife 30 years ago. "I thought about my husband having a career in the mining industry, not so much me," she remarked.

After a brief tenure with the territorial government, Brenton joined Rio Tinto at the Diavik site, where she assisted with the implementation of the Kimberley Process, facilitating the export of NWT diamonds. Concurrently, she was deeply involved in Participation Agreement negotiations with Indigenous communities. Once Diavik commenced production, Brenton managed the mine's contracting, procurement, logistics, and supply chain operations.

As CEO of Tłı̨chǫ Investment Corporation, Brenton played a pivotal role in securing employment and contracting opportunities for the Tłı̨chǫ people during the construction and ongoing operations of the Tłı̨chǫ all-season highway to Whati. She later joined De Beers Group as Gahcho Kué began commercial production. In her current role, Brenton leads the mine's engagement with NWT communities and Indigenous partners, promoting benefits to the Indigenous partners,

promoting a culture of collaboration to leave a positive legacy, and fostering local participation in the project. “I really enjoy the community engagement and humanitarian work I do, especially having conversations with elders who have paved the way for resource development in the NWT, who continue to remind us of the importance of environmental stewardship while providing economic and social benefits for the communities and the north,” she said.

The mine’s efforts were recently recognized with a Towards Sustainable Mining award for its Ni Hadi Xa (“People Watch the Land Together” in Dëne Sųłiné) initiative. “The purpose of Ni Hadi Xa is to ensure we have a governance model that includes all our Indigenous partners and provides the environmental oversight and guidance needed to integrate Traditional Knowledge into our decision-making,” Brenton explained.

Brenton expressed gratitude for her role, which allows her to give back to the north, her home and where she has raised her family and witnessed the positive impact of her work. “That’s what motivates me every day,” she said. Recent contributions include a \$325,000 donation for a daycare in Fort Resolution, \$60,000 for an ambulance in Whati, \$250,000 for renovations at the Yellowknife Women’s Centre, a new bus for Avens senior home, support for the Yellowknife food bank, and scholarships for women pursuing careers in STEM fields.



Brenton’s initiatives were highlighted at the MAX Awards. “It is often said that you can’t be what you can’t see,” noted Gaeleen MacPherson, president of Women in Mining and Energy NT, while presenting the award. “Northern role models are key, and with more role models like Kelly Brenton in our mining industry, we are sure to see amazing young female talent not just thriving, but changing the landscape of mining for the better.”

Brenton has observed this change firsthand. “There were times when I was the only female manager in the room, which could be quite intimidating. However, we’ve seen a shift towards better female representation at the leadership level,” she said, noting that this extends to overall workplace diversity.

This shift is attributed to both mine policies and societal recognition that inclusiveness benefits business. “Studies show that a more inclusive workplace leads to increased productivity, promotes innovation, and provides better decision-making by valuing diverse perspectives,” Brenton added. This inclusiveness also helps attract and retain employees.

Regarding her MAX Award, Brenton said that while her family was proud and she appreciated the recognition, it’s not the reason she does her job. “I do it because I’m passionate about it. I care about where I live, and I care about the people here and creating a more sustainable future for everyone.”



Conclusion

For more than 25 years, the NWT's diamond mines have been the main driver of the territory's private sector economy. Contracts with mines have helped many Northern and Indigenous companies prosper and grow. Mines have been generous supporters of community programs, facilities, and projects. Despite continued weakness in global diamond markets in 2024 and lower-than-average prices, the mines remain important sources of income and opportunity for NWT residents.

Mines demonstrated their continued commitment to NWT businesses through local procurement, spending nearly \$800 million with NWT businesses in 2024. Cumulative spending with NWT businesses from all mining projects since 1996 has surpassed \$20 billion.

In 2024, Diavik contributed \$284.5 million to NWT businesses, which is 4.6 percent above its commitment of 70 percent. Gahcho Kué met its Northern procurement commitment of 60 per cent, contributing \$224.4 million to NWT businesses. This figure is 7.4 per cent above its target. Ekati contributed \$290.8 million to NWT businesses, more than 67 per cent of its total spend, but short of its 70 per cent target.

All three diamond mines met their training commitments through the employment of apprentices. But they each failed to achieve their NWT employment targets in 2024. The GNWT continues to work with the mines to increase NWT employment for future years.

Through their commitments in SEAs and beyond, the NWT's diamond mines are leaders when it comes to achieving Environmental,

Social, Governance, and Indigenous (ESG-I) relations goals. Good social capital is an important part of what attracts new investment in the mining industry.

The GNWT also promotes ESG-I initiatives. In 2024, the GNWT hosted events dedicated to increasing Indigenous participation and equity in resource development projects. At AME Roundup in Vancouver, ITI hosted an event focused on different avenues and funding programs Indigenous Governments, organizations, and businesses could pursue to support efforts to take partnership or equity stakes in resource projects.

As Diavik approaches the end of production, it has partnered with the GNWT to look at existing programs and supports to help the company's Northern employees transition to new employment or opportunities in the NWT.

This report demonstrates the mines' lasting positive legacies for NWT residents. SEAs continue to ensure the territory's residents, businesses, and governments reap the benefits from non-renewable resource projects.





Socio-Economic Agreement Report

Rapport sur les accords socioéconomiques

FOR MINES OPERATING IN THE
NORTHWEST TERRITORIES

MINES DE DIAMANTS DES
TERRITOIRES DU NORD-OUEST

2024

GOVERNMENT OF THE NORTHWEST TERRITORIES
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