

# BUILDING A STRONG ESG FOUNDATION

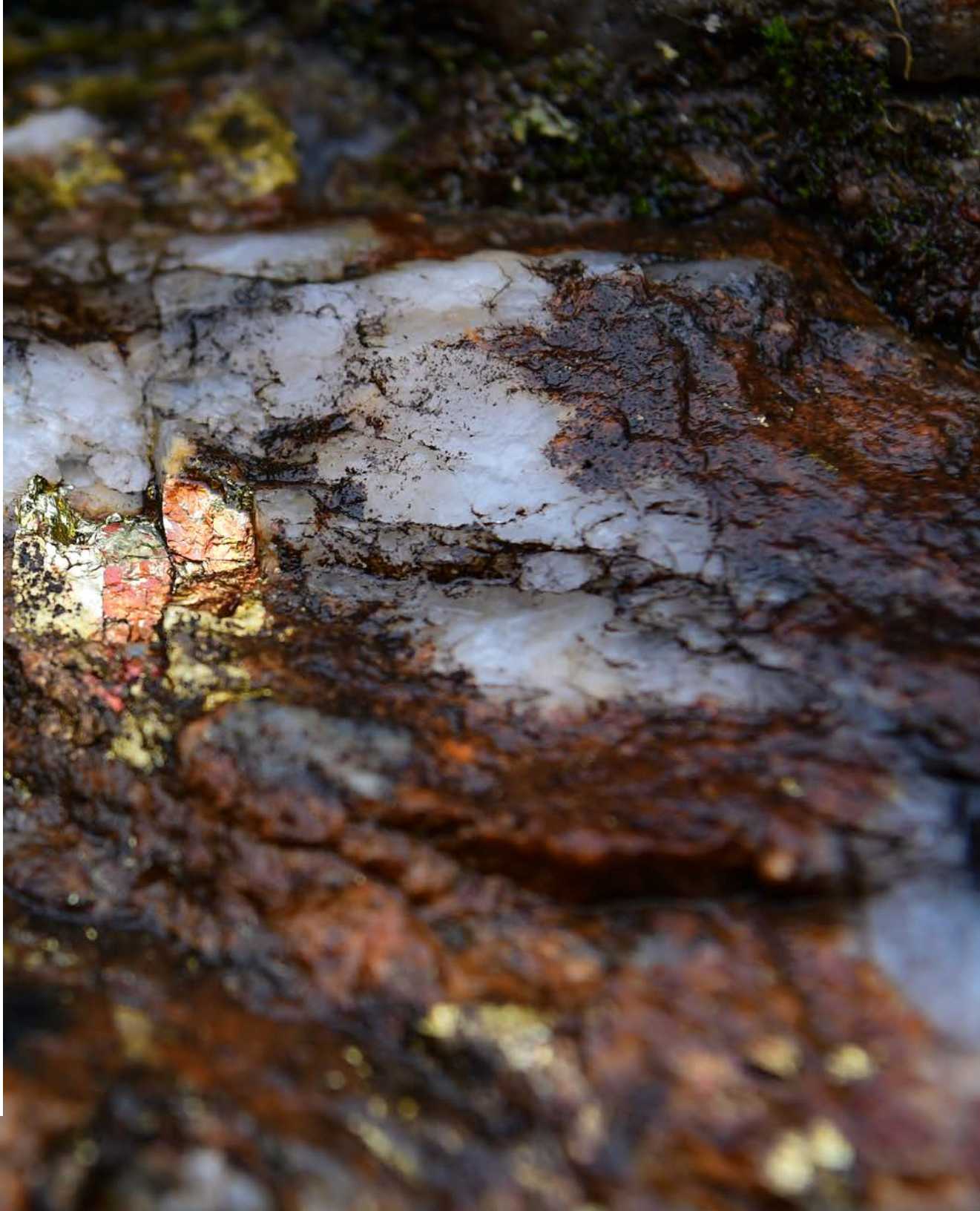


FIRST MINING  
GOLD

2021 SUSTAINABILITY AND ESG REPORT

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# 01 ABOUT THIS REPORT

We are pleased to present First Mining Gold Corp.'s (FMG) inaugural ESG Report, providing an overview of how First Mining Gold (TSX: FF) (OTCQX: FFMGF) (Frankfurt: FMG) manages its material environmental, social and governance topics.

This report contains information on FMG's ESG performance for our fiscal year ended December 31, 2021, and outlines priorities for continued action and improvement in 2022.

The scope of this report is focused on the Springpole Gold Project, a proposed open pit mine at a site in northwestern Ontario, approximately 110 kilometres northeast of the Municipality of Red Lake and 145 kilometres north of Sioux Lookout. Springpole is not currently operating or under construction, but it is FMG's most significant

mining project. When applicable, this report also includes information and data regarding our headquarters in Vancouver, B.C. All financial information is presented in Canadian dollars unless otherwise indicated.

The data outlined in the report is informed by the Sustainability Accounting Standards Board (SASB) Metals and Mining framework. We plan to maintain a focus on reporting to the SASB standard, as well as strengthen disclosure on SASB metrics in future reports. Given Springpole's pre-construction status (currently going through the applicable Environmental Assessment processes), the report includes more qualitative information on key activities that speak to the accounting metrics and disclosure topics outlined by SASB.

New information on the Environmental Assessment of the Springpole Gold Project design will be published in 2022 and disclosed in our 2022 ESG Report.

In addition to Springpole Gold Project, we have four other wholly-owned projects: the Cameron project in Ontario and the Duquesne, Pitt and Central Duparquet projects in Quebec. FMG also holds strategic interests in several gold exploration/development projects, as well as a royalty portfolio consisting of 21 gold Net Smelter Return (NSR) royalties across four countries.

We will engage with the counterparties of all our strategic interests and royalties to understand any potential ESG impacts. It is excluded from this report because the data related to the SASB standard is not currently available and most of our share ownership positions are intended to be temporary.



# 02 OUR COMPANY

## About First Mining Gold

First Mining Gold Corp. is a Canadian gold exploration and development company that was created in 2015 by Mr. Keith Neumeyer, founding President and CEO of First Majestic Silver Corp. and a co-founder of First Quantum Minerals Ltd.

We are advancing a portfolio of gold projects in Canada, with our most advanced project being the Springpole Gold Project (the “Springpole Project” or “Springpole”) in northwestern Ontario, 110 kilometres northeast of the Municipality of Red Lake and 145 kilometres north of Sioux Lookout. FMG acquired Springpole in November 2015 when we completed the acquisition of Gold Canyon Resources Inc. Springpole is one of Canada's largest undeveloped gold projects with the property covering a land position totaling 41,943 hectares within the Birch-Uchi Greenstone Belt. We have commenced a Feasibility Study and permitting activities are ongoing, with submission of a draft Environmental Impact Statement for the project targeted for 2022. The Springpole Project will include the development, operation and eventual decommissioning/

closure of an open pit gold mine and on-site ore processing plant (throughput capacity of 30,000 tonnes/day) with supporting infrastructure. Other requirements include tailings and mine rock storage, and construction of an access road and power transmission line. The life of the mine will be 12 years and up to 650 people will be required during the peak of the construction period; 277 jobs will be required for operating the mine. During the year ended December 31, 2021, FMG had 55 full-time employees and project-level contractors working at Springpole.

Extensive environmental baseline data has been collected over the last 10 years for the Springpole Project. We look forward to continuing to work with the local Indigenous communities and stakeholders around Springpole as supplemental monitoring data is collected throughout the permitting phase of the project.

We also own the Cameron, Duparquet, Duquesne and Pitt gold projects, all advanced-stage gold projects in Ontario (in the case of Cameron) and Québec. Our portfolio of gold

project interests also includes the Pickle Crow gold project (being advanced in partnership with Auteco Minerals Ltd.), the Hope Brook gold project (being advanced in partnership with Big Ridge Gold Corp.), an equity interest in Treasury Metals Inc. (“Treasury Metals”), and a portfolio of 21 gold royalties.

In addition to Springpole, we own three other advanced-stage gold projects: the Cameron gold project in Ontario, where drilling and other exploration activities are planned in 2022, and the Duquesne and Pitt gold projects in Québec, and we have an interest in the Duparquet gold project in Québec. Our portfolio of gold project interests also includes the Pickle Crow Gold Project (being advanced in partnership with Auteco Minerals Ltd.), the Hope Brook Gold Project (being advanced in partnership with Big Ridge Gold Corp.), a 15% equity interest in Treasury Metals Inc., and 21 gold royalties across four countries.

## 780 ha

Springpole is one of the smallest footprint open pit gold mining projects for a mine of its class size in Canada



## 12 years

projected life of mine



## 277

jobs required at the height of operations

## Our Operations



Canada

### PICKLE CROW GOLD PROJECT ONTARIO, CANADA

Joint venture with Auteco Minerals 70%  
Auteco option to earn-in to 80%  
Royalty and Shareholder in Auteco

### SPRINGPOLE GOLD PROJECT ONTARIO, CANADA

PFS Release in Q1 2021  
Advancing through Feasibility  
and Permitting

### CAMERON GOLD PROJECT ONTARIO, CANADA

100% Owned by First Mining

### GOLIATH GOLD PROJECT ONTARIO, CANADA

Largest Shareholder in Treasury Metals  
Royalty and Future Milestone Payments

### DUQUESNE & PITT GOLD PROJECT QUEBEC, CANADA

100% Owned by First Mining

### DUPARQUET GOLD PROJECT QUEBEC, CANADA

25% Beattie  
10% Donchester  
10% Dumico  
100% Central Duparquet

### HOPE BROOK GOLD PROJECT NEWFOUNDLAND, CANADA

Big Ridge Option to Earn-In to 80%  
Future Royalty and Shareholder Big Ridge

- Springpole Gold Project
- Other Wholly Owned Projects
- Partnerships

## A Message from our CEO



On behalf of our entire company, I am delighted to share First Mining Gold's inaugural annual ESG Report. The timing is fitting, as 2021 concluded with the approval of the Terms of Reference for the Environmental Assessment of the Springpole Gold Project, our flagship endeavour.

Springpole is a globally significant, strategic and robust deposit. The approval of the Terms of Reference enabled commencement of the Ontario provincial Environmental Assessment process and is an important milestone in bringing our plans for the Springpole mine to fruition.

In large part, the information in this report documents the work we have done through the Environmental Assessment process to date. It reflects our core philosophy of putting ESG at the forefront of our activities. I am proud that this commitment, whether it involves efforts towards building and maintaining respectful community relationships or recognizing the importance of environmental protection, is shared by all across the organization.

The Environmental Assessment is a planning tool to ensure the Project is considered in a careful and precautionary manner that avoids or mitigates potential environmental effects.

I should also underscore that Ontario mining projects are not automatically subject to a full Environmental Assessment. Rather, FMG voluntarily entered an agreement to complete an individual Environmental Assessment, as it would best serve our planning work and the interests of the public, local Indigenous communities and other stakeholders.



# \$4.9 million

spent in 2021 to achieve a thorough understanding of the environmental setting around the Springpole project.

This ESG Report details the measures we are taking to anticipate, manage and mitigate impacts related to climate change and energy management, tailings and waste, water resources, land use and biodiversity. Since the acquisition of the Springpole project in 2015, we have invested more than \$9 million in studies, hiring of external experts across

all areas of the environment, and in other measures to achieve a thorough understanding of the environmental setting around the Springpole Project. The advanced level of environmental data collected to date is rare among projects of this scale at this stage of the assessment process.

I am also proud of the broad spectrum of efforts we have made towards community engagement reflected in this report.

As well as detailing those efforts, the report highlights planned next steps and new ESG priorities in all areas as the Project enters its next phase, including the anticipated progress of our Environmental Assessment process.

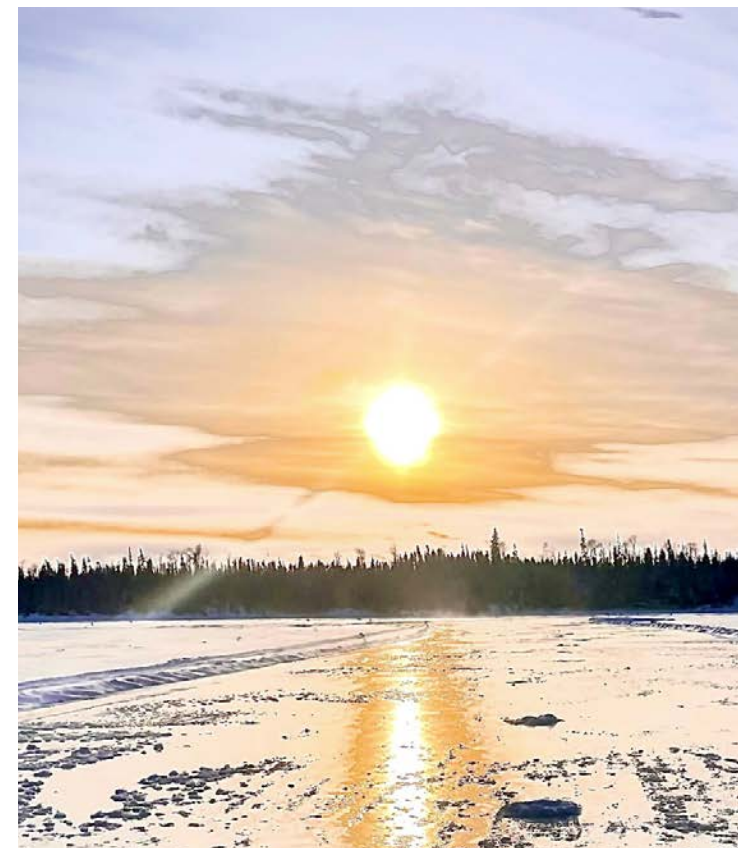
One of our company's core values is "we embrace challenges and continuously strive for optimal solutions." It is a cornerstone of our business philosophy as well as our approach to ESG, and I trust readers will find that

it is reflected in our actions and our efforts as detailed in this report.

We welcome your feedback and look forward to continuing our story as we take the Springpole Gold Project and FMG into the future.

Sincerely,

**Dan Wilton**  
Chief Executive Officer  
First Mining Gold Corp.



One of First Mining Gold's core values is  
**"we embrace challenges  
and continuously strive  
for optimal solutions."**



## A Message from our Chairman of the Board

From our inception, First Mining Gold has been committed to transparency, disclosing and continuously improving our ESG performance in a consistent manner across our business with all of our local communities in mind.

Our goal is to be an ESG leader in the mining sector. As we build towards operations on the Springpole Gold Project, the most advanced project in our portfolio, the publication of FMG's first ESG Report and the actions it details represent important milestones towards achieving that goal.

ESG topics are increasingly critical in all sectors, but especially so in the mining industry, where environmental management requires best practice, where safety must be a top priority, and where engagement, consultation, cooperation and investment in local communities, Indigenous and non-Indigenous, are fundamental requirements for any project and in ensuring its success.

We've seen ESG matters rising in importance among our stakeholders and we recognize that strong ESG management increases shareholder value. First Mining Gold's ESG journey is just beginning, but this report shows how we have built a strong foundation of ESG processes and are now acting on robust forward-looking commitments in preparation for future development of a sustainable operating site at Springpole.

One key area I'd briefly like to highlight is Indigenous and community relations, the topic of highest material focus for our company..

In 2021, as the report notes, we finalized development of our Indigenous Peoples and Stakeholder Engagement policies, while also acting on our commitments to increase FMG's diversity by hiring Indigenous employees, and to procure goods and services locally, including from Indigenous businesses. At year-end, nine of our 49 employees were Indigenous, including six new Indigenous hires in 2021. FMG procured over \$2.5 million in goods and services locally, including from several local Indigenous businesses, in 2021, up from \$800,000 in 2020.

Our engagement efforts were also inclusive, ranging from community meetings and open houses, to providing capacity support for local Indigenous communities on environmental baseline studies across all areas of the environment, and in supporting training and employment programs for Indigenous workers and, in particular, Indigenous youth.

We also have an important slate of new and ongoing priorities in this area to address in 2022. Coupled with our efforts on other important topics, this underscores the theme of our entire inaugural ESG report and of FMG's overall commitment to ESG: we're already taking it seriously, but the best is yet to come.

**Keith Neumeyer**  
Chairman of the Board of Directors  
First Mining Gold Corp.



**Keith Neumeyer**  
Chairman of the Board of Directors  
First Mining Gold Corp.



## 2021 ESG Highlights



# Zero

Hours lost due to COVID-19



# Zero

Total recordable injury cases



# \$51,000

Total community investment



# 33%

Percentage of women in new employee hires  
Hired new female Board Member  
(1 of 4 independent directors)



# 19%

Percentage of full-time Indigenous employees



# \$500,000

Overall capacity support funding for all  
Indigenous communities



# \$100,000

Funding provided for Traditional  
Knowledge studies



Completed a comprehensive assessment  
of culture heritage resources  
present in Springpole Project area through  
inclusive Indigenous engagement



Founding partner in Sioux Lookout  
Mining Centre of Excellence  
with a first-year goal to provide basic mining  
training to 150 largely Indigenous youth

## Materiality Assessment

We began a process to identify and validate the ESG topics that are material to our company and the regions where we operate in 2021.

The process included employee interviews discussing a broad spectrum of likely and potential material ESG matters at FMG. We interviewed 13 employees in a total of six interviews. We then conducted a desktop review of pertinent sources: SASB Mining and Metals Standard, Institutional Shareholder Services (ISS), Sustainalytics, S&P Global and MSCI<sup>1</sup>.

That process yielded our final list of material topics and sub-topics, listed in the table below. The material topics are not ranked; each is included as a section in this report.

<sup>1</sup> Morgan Stanley Capital International

Category	Material Topics	Material Sub-Topics
Environment	Climate Change & Energy Management	GHG Emissions & Energy Use
		Air Quality
	Water	Water Quality
		Water Use
	Tailings & Waste	Tailings Management
		Waste Management
	Land Use & Biodiversity	Land Use
		Biodiversity
Social	Indigenous and Community Relations	Indigenous Engagement
		Indigenous Rights
		Community Investment
		Local Procurement
	Worker Health and Safety	
Governance	Diversity, Equity & Inclusion	
	Ethics & Compliance	Bribery & Corruption
		Tax Transparency

As FMG grows and the Springpole Gold Project moves toward operations, we will re-consider the materiality of the following topics (elements of which are integrated in this year's report, but do not warrant being standalone material topics or subtopics at this time):

- Human Rights and Security
- Grievance Mechanisms
- Labour Conditions

## Sustainable Development Goals

In 2015, the 193 Member States of the United Nations adopted the 17 United Nations [Sustainable Development Goals](#) (SDGs), as part of the UN's 2030 Agenda for Sustainable Development. The SDGs represent the world's comprehensive plan of action for social inclusion, environmental sustainability and economic development.

In recent decades, the mining industry has made significant advances in mitigating and managing environmental effects and risks. Today, it has the opportunity and potential to positively contribute to all 17 SDGs.

First Mining Gold identifies seven SDGs (listed on the right of this page) that most closely align to our business activities and through which we can make the greatest contribution to their achievement. Going forward, FMG will begin tracking our progress towards fulfilling these goals by mapping our existing initiatives to the most appropriate targets and progress indicators under each.



### GOOD HEALTH & WELL-BEING

Ensure healthy lives and promote well-being for all at all ages.



### GENDER EQUALITY

Achieve gender equality and empower all women and girls.



### CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all.



### DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



### CLIMATE ACTION

Take urgent action to combat climate change and its impacts.



### PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalize the global partnership for sustainable development.





## 03 ENVIRONMENTAL

First Mining Gold believes that environmental protection is a prerequisite for responsible mine planning and development. Accordingly, environmental stewardship is an integral part of all aspects of our work when planning our projects and operating our sites. We believe that a healthy environment provides for healthy communities, which are fundamental for present and future generations. We are committed to developing high standards of environmental care with respect to climate, water, air, wildlife, vegetation, and aquatic life.



# Springpole Environmental Assessment

First Mining Gold received approval of the Springpole Gold Project Environment Assessment Terms of Reference on November 8, 2021, which commenced the provincial Environmental Assessment (EA) process. The goal of the Environmental Assessment process is to ensure the mine is built in a manner that minimizes effects on the environment while also considering Project benefits to labour and economy. The Terms of Reference (ToR) is the framework we are now using for the preparation and review of the provincial Environmental Assessment. It describes:

- The purpose of the proposed project.
- Alternative methods for the project and how they will be assessed.
- The ways in which Indigenous communities, government agencies, public, and stakeholders will be engaged and consulted.

We have been working closely with the Federal and Provincial environmental approval agencies to coordinate the Federal and Provincial Environmental Assessment processes. The coordinated approach facilitates greater efficiency and fosters cooperation between parties.

The Environmental Assessment process requires the submission of a draft Environmental Impact Statement / Environmental Assessment report in 2022. This will be an important consultation and engagement opportunity for communities and regulators. The draft Environmental Impact Statement/Environmental Assessment will provide a comprehensive description of the Springpole Gold project and proposed mitigation measures, and will therefore provide an opportunity for the project to be considered holistically. Reviewers can consider the overall project context and additional feedback will be considered and incorporated into decision making as part of the final Environmental Impact Statement/Environmental Assessment. To facilitate information sharing through the EA process, we created the Springpole Gold Project [website](#), which includes a link to the Springpole Environmental Assessment [portal](#) where all EA related information is made available in a timely and transparent manner.

Technical disciplines where baseline data has been collected and will be evaluated/reviewed in the Environmental Assessment include air quality, ambient light, archaeology, cultural heritage, fish and fish habitat, groundwater, geochemistry, hydrology, socioeconomics, sound and vibration, surface water quality, terrestrial environment, traditional and non-traditional land and resource use, human and ecological health. We transparently disclose the results of these baseline studies [here](#).

## TIMELINE AT A GLANCE

Year	Assessment Description
2015	FMG completes acquisition of Gold Canyon Resources Inc., which wholly owns the Springpole Gold Project.
2017	FMG announces a positive Preliminary Economic Assessment.
2018	FMG submits the Project Description to the Canadian Environmental Assessment Agency (now called the Impact Assessment Agency of Canada). Based on the Project Description, a Federal Environmental Assessment was required, and the government issued Federal Environmental Impact Statement (EIS) Guidelines for the Project.
2019	FMG announces the positive results of an updated Preliminary Economic Assessment.
2021 Mar	FMG announces positive prefeasibility study for the Springpole Gold Project.
2021 Apr	FMG submitted the project's Terms of Reference (ToR) to the Provincial Ministry of the Environment, Conservation and Parks. The ToR is the framework for the preparation and review of the provincial Environmental Assessment.
2021 Nov	The ToR is approved; the Provincial Environmental Assessment is formally underway.
2022 Q2	Share Draft Environmental Assessment/Environmental Impact Statement document. Technical De-Risking.
Next Steps	
Continue Final Environmental Assessment/Environmental Impact Statement document.	
Complete Feasibility Study.	
Anticipated approval of Environmental Assessment/Environmental Impact Statement document.	



## Climate Change & Energy Management

### MANAGEMENT APPROACH

As part of First Mining Gold's commitment to building within our company a culture of shared responsibility and accountability for the environment, we are determined to take a leadership position on important issues such as climate change. Our environmental work is therefore designed to minimize our impact, reduce our consumption of non-renewable energy and make all of our development activities and future operations more energy efficient.

### GHG EMISSIONS & ENERGY USE

Following completion of the Springpole Pre-Feasibility Study (PFS) in January 2021, which supported our proposal for a 30,000 tonnes-per-day open pit mining operation, we conducted an analysis of potential GHG emissions from the project, focusing particularly on Scope 1 greenhouse gas (GHG) emissions<sup>1</sup> from energy use.

Our mitigation plans include to tie the Springpole Gold Project to the electrical power grid as our primary method for reducing GHG emissions, instead of site-based diesel power generation. We are enabling that by building an 89-kilometre transmission line and making a significant long-term investment in infrastructure in northwest Ontario in the process. Not only will the line service the Springpole Gold Project, but it has the potential to provide future business opportunities and other long-term regional energy initiatives for Indigenous communities.

What the post-PFS analysis indicated is that opportunities may exist to further reduce GHG emissions by reducing diesel consumption with the addition of a trolley assist

system for diesel-electric haul trucks in the mine pit. We then commissioned a study to look at the impact and benefit of a number of electric haul assist technologies. Results indicated that a more detailed analysis is warranted, and it will be carried out during 2022.

As we move forward with the Environmental Assessment, we will also evaluate supplemental power supply alternatives, including renewable energy. To lay the groundwork for considering supplemental options, we recently commissioned an initial scoping study of the opportunities to incorporate renewable power generation into the Springpole Gold Project development plan. The study concluded that wind and solar were both potential supplemental power sources for the Project and warrants further study. As a next step, we have commenced site-specific, investment-grade data collection for wind resources and plans to explore opportunities with local communities to better understand avenues for partnership in a potential renewable power development.

The above activities are in preparation for the Springpole mine becoming operational. The current site is an exploration camp. Emissions sources are generators, vehicles and drills; the latter consume more diesel than other equipment in the camp. A secondary emissions source is propane, used for cooking and heating.

### AIR QUALITY

Air quality will be assessed during the Environmental Assessment and mitigation measures will be developed to ensure regulatory requirements are met. Two air quality

baseline stations are operated on-site to collect baseline data. The following air quality parameters are monitored:

- Suspended Particulate Matter (SPM; previously and commonly referred to as total suspended particulate/TSP)
- Metals in Suspended Particulate Matter (including arsenic, cadmium, chromium, cobalt, copper, iron, lead, magnesium oxide, manganese, nickel, selenium, vanadium, and zinc)
- Particle-bound mercury (will be analyzed on every SPM filter collected at Station SP2)
- Inhalable Particulate Matter (PM10)
- Respirable Particulate Matter (PM2.5)
- Dustfall
- Sulphur dioxide (SO<sub>2</sub>)
- Nitrogen dioxide (NO<sub>2</sub>)
- Total volatile organic compounds (VOCs)

We used modelling from the most recent version of the U.S. EPA AERMOD model to predict air quality effects. The modelling was done using the methods and requirements provided in Air Dispersion Modelling Guideline for Ontario Version 2.0, PIBS 5165e02. Results of the modelling were combined with baseline air quality data to provide predicted total ambient air quality.

<sup>1</sup> Scope 1 energy use refers to any direct releases of CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O resulting from fuel combustion at the Springpole Gold Project for the transportation of materials, use in the production process or for heating.



## Tailings & Waste

### TAILINGS MANAGEMENT

The tailings management approach relates to the Springpole Gold Project if the mine is developed. Tailings are the primary by-product from the processing of ore and consists of fine crushed rock after gold and silver have been extracted. The storage of tailings and mine rock at the Project site and subsequent long-term closure strategy are important aspects of project planning and sound environmental management.

To determine the best means of storage, FMG conducted a comprehensive alternatives assessment based on the federal requirements of Environment and Climate Change Canada. The assessment concluded that the best solution would be in a single Co-Disposal Facility (CDF). The CDF is planned to include a primary area used to store mine rock and the “non-acid generating” (NAG) portion of the tailings, which account for 80% of the tailings produced over life of mine. A smaller dedicated cell within the southern portion of the CDF is designed to be lined with a low permeability material to mitigate potential acid generation and seepage will store the remaining 20% of tailings which could be “potentially acid-generating” (PAG).

There are two primary advantages to using a single CDF rather than a separate mine rock stockpile and tailings management facility. The first is a significant reduction in project footprint – contributing to the 780 hectares Project footprint, representing the smallest footprint for a mine of its class; and the second is the GHG emissions reduction due to reduced need for haulage of materials. Additionally, by filtering (dewatering) 80% of the tailings (NAG portion) and co-mingling with mine rock, the process enables the separation of the relatively small portion of PAG tailings (20%) that requires management as a conventional slurry to prevent potential acid generating conditions and therefore significantly reduces the volume of water present in the CDF and further simplifies the closure strategy.

We are currently designing the CDF in accordance with the Canadian Dam Association (CDA) Guidelines. Prior to construction, we intend to commission an independent technical review board, consisting of three independent experts in the field of tailings management, to review the proposed CDF design when it is complete.

### WASTE MANAGEMENT

Waste management at the Springpole Gold Project site is currently focused on addressing the needs of the exploration camp. There is a sewage treatment system on-site. Where possible, waste generated on the site is reused and recycled. For example:

- Used oil is shipped out to Red Lake for collection by a disposal firm.
- Used batteries are taken to a recycling depot in Red Lake.
- Used tires are recycled locally.
- Scrap metal is sent out to a machine shop for re-use.

The remaining waste is sent to authorized off-site landfill. In the summer, waste is sent out with the air charter company’s waste and sent to authorized local landfills in Sioux Lookout & Ear Falls. In winter, waste is hauled out to Ear Falls and from there a local contractor transports the waste to the local landfill.

### PERFORMANCE

#### TAILINGS MANAGEMENT

The CDF is planned as a two-cell facility using mine rock for construction purposes to effectively manage the geochemical characteristics of the two tailings streams produced at the process plant including a filtered tailings (approximately 80% of tailings by mass) to be stored in the north cell along with mine rock, and a conventional slurry tailings (approximately 20% of tailings by mass) in the smaller south cell. The foundation of the south cell and its perimeter embankment is designed to be lined for enhanced mitigation using a low permeability material, such as clay excavated from the open pit area or a geomembrane.

The CDF detailed design will meet all relevant requirements of the Canadian Dam Association, as well as provincial requirements under the Lakes and Rivers Improvement Act. In addition, the Project will have a qualified geotechnical engineer dedicated to the safe design, construction and operation of the CDF, and an Independent CDF Review Board, which will be comprised of an independent three-person panel of experts, to review both the detailed permitting designs, construction, ongoing operations and closure design of the CDF.

#### WASTE MANAGEMENT

- In 2021, FMG reduced the use of bottled water brought in by airplane, as the camp transitioned to using treated freshwater from the lake instead.
- In 2021, the sewage treatment plant was commissioned.
- No significant incidents associated with waste management occurred in 2021.

## Water

### MANAGEMENT APPROACH

Just as clean water is central to the health of the natural environment, robust water management, careful water use, and water treatment technologies for the protection of water quality are key practices that underscore First Mining Gold's commitment to develop and adhere to high standards of environmental care. Over the past year, our work in this area has formed the basis of the draft EIS/EA. It has been critical to our planning for future mine construction and is an on-going substantive focus of our engagement activities with Indigenous communities, regulators, and other stakeholders.

Over the past year, our work in this area helped make the launch of our Environmental Assessment process a reality. It's also been critical to our planning for future mine construction and is a constant, substantive focus of our engagement activities with Indigenous communities and other stakeholders. For all these reasons, we prioritize it accordingly.

### CONTACT WATER COLLECTION, RECYCLING AND DISCHARGE

Contact water refers to water that contacts mining, mineral processing or tailings and is not suitable for direct release into the environment. Contact water management is a primary focus of our Project planning and includes an integrated site water management system for the Project. At Springpole, contact water will be collected in ditches, sumps and constructed ponds, and then transferred to a central water management pond for either re-use in the process plant or sent to the planned water treatment plant prior to discharge.

Where practical, contact water will be recycled, primarily for use in ore processing at the process plant. There are many benefits to this practice, not least of which is that it reduces the need to utilize freshwater, one of FMG's key sustainability goals.

A freshwater supply will still be required for contingency seasonal water deficits, initial start-up, and potable water uses. A freshwater intake is proposed from Birch Lake, a large waterbody located close to Springpole Lake. The area of Springpole is considered of low overall water stress, meaning there is ample renewable surface and groundwater supplies relative to anticipated total water needs for the Project.

An assessment of freshwater demand is a key variable in the completion of a site-wide water balance model to verify the quantity of mine site contact water expected to be managed during the Project's construction and operations phases. The water balance model considers the precipitation and groundwater gains, and losses such as evaporation and infiltration.

Excess contact water from the Project site will need to be discharged to the environment. An Effluent Treatment Plant (ETP) employing the best available technology economically achievable is planned for the Project to remove metals and suspended solids from the contact water. This treatment will be in addition to the metal removal that will occur within the process plant and the natural physical and chemical attenuation processes that will occur within the integrated site water management system.

The ETP will be designed to produce an effluent quality appropriate for discharge to the environment in accordance with applicable regulatory requirements, including the Metal and Diamond Mining Effluent Regulations (MDMER), and the effluent concentrations required by the Ministry of the Environment, Conservation and Parks (MECP) to protect the receiving water and aquatic resources. Informed by environmental studies at the Project site, the preferred location for the treated effluent discharge has been selected to further reduce effects on the receiving water environment.

Our Project design also factors in the related management of potential Acid Rock Drainage and Metal Leaching (ARD/ML) through the runoff from ore stored in temporary stockpiles. This work is informed by data gathered from geochemistry studies conducted for the Project as part of baseline investigations and which continue as part of an ongoing geochemistry program for the mine plan.



### CONTROLLED DEWATERING OF THE OPEN PIT MINING AREA

As our plan for the Springpole Gold Project takes shape, a key area of focus is the controlled dewatering of the open pit mining area required to access the ore body.

During the first year of construction, two cofferdams (west cofferdam and east cofferdam) will be constructed to isolate a small portion of a northern bay of Springpole Lake. The open pit basin dewatering requirements are limited to 6% of Springpole Lake which, in turn, represents 1% of the overall larger lake complex surrounding the project (Birch Lake, Springpole Lake and Seagrave Lake).

The controlled dewatering process will be designed to mitigate potential environmental effects, primarily by maintaining lake levels within natural variation and managing suspended sediment.

Regulatory requirements provide that we plan to offset fish habitat impacts at the site by adopting offsetting and compensation measures to ensure a counterbalance for residual effects to fish and fish habitat. Our current plan would result in the development, restoration or enhancement of approximately 493 hectares of habitat, resulting in a net fish and fish habitat gain or enhancement of up to 268 hectares.

#### PERFORMANCE

Water-related performance benchmarks achieved in 2021 include:

- Environmental baseline reports and technical plans have been developed for groundwater, surface water flow and water quality monitoring.
- Surface water studies included monthly surface water quality sampling at 25 locations, flow measurements at six locations, and lake level measurements at eight locations. Our sampling range now extends approximately 30 km downstream from the Springpole Gold Project site.
- Hydrogeological testing was conducted to improve the understanding of groundwater movement in the area and groundwater quality samples were collected at 11 monitoring wells, including adjacent to the future tailings Co-Disposal Facility (CDF).
- There were no incidents of non-compliance associated with water quality permits, standards and regulations. At this time, the site is greenfield given it is undeveloped. We will report any non-compliance issues in future ESG reports should they occur.





## Land Use & Biodiversity

### LAND USE

#### MANAGEMENT APPROACH

FMG recognizes that the site of the proposed Springpole Gold Project and the surrounding lands have significant economic, cultural and intrinsic natural value. As such, we are committed to minimizing disturbance during construction and operation and to restoring the land and water after mine closure.

Closure and rehabilitation planning for the mine site and Co-Disposal Facility are important parts of the mine planning and Environmental Assessment processes. We have begun work on those concepts, and details on those plans and the consultations that inform them will be included in future ESG reports.

### BIODIVERSITY

#### MANAGEMENT APPROACH

FMG believes in fostering environmental awareness across the organization and building a culture of shared responsibility and accountability for the environment. We also recognize the value of applying robust science and rigorous environmental monitoring—before as well as during mine construction and operation—to help us achieve our protection goals.

### PERFORMANCE

In 2021, we spent over \$4.9 million (2020: \$1.7 million) in environmental studies, including key wildlife and habitat studies focused on species at risk, as well as research on water, air and noise. Those studies included:

- Bird and bat surveys
- Vegetation community and wetland mapping
- Caribou (Boreal population) surveys
- Raptor stick nests surveys
- Wolverine surveys
- Fisheries assessments



In 2021, First Mining Gold developed a Species at Risk Awareness Program which is required as an induction for every person that goes on-site.



### WILDLIFE SURVEYS

The scope, methods and main findings of our 2021 species at the Springpole Gold Project risk surveys are detailed in the following table.

Species	Survey Details	Results
<b>Caribou (Boreal population)<sup>3</sup></b>	Aerial surveys (Feb.-March 2021): 43 flight lines in an east-west orientation, spaced at 2 km intervals covering 5,804 km <sup>2</sup> over known Caribou (Boreal population) overwintering areas as well as adjacent areas of mature coniferous forest blocks (suitable habitat).	10 Caribou groups were recorded, 92 Caribou observed. No groups were detected in near proximity of project.
<b>Bats<sup>4</sup></b>	Acoustic detection (Aug.-Sept. 2021): 20 detectors were deployed at six sites to detect nocturnal bat activity during the maternal brood-rearing period.  Habitat assessment: 116 plots were completed over 25 locations for bat maternity roost habitat assessments.	Bats were identified as present and are common throughout the region.
<b>Birds<sup>5</sup></b>	Sonic recorders (June 2021): Recorders were deployed at more than 21 locations.  Stick nest surveys: Completed to describe abundance, distribution, and life stages of birds and their habitat that are found, or are likely to be found, in project area.	More than 20 Raptor nests including (Bald Eagle and Osprey) were confirmed and are common throughout the region. These nests, active or not, cannot be disturbed without approval through the Fish and Wildlife Conservation Act 1997.
<b>Wolverine<sup>6</sup></b>	Aerial surveys (Feb.-March 2021): Observations of wolverine were taken in tandem with Caribou surveys.	Wolverine were observed during the aerial surveys and are common throughout the region. Wolverine tracks were also recorded along the edges of lakes and streams in multiple locations during fisheries assessments.



The Caribou findings are the most significant. Upon discovery of the nearby nursing ground, FMG developed plans at the site to mitigate effects of drilling programs on caribou during the calving season. Additionally, the project will develop plans to minimize and offset potential impacts on Caribou and we are required to obtain an Overall Benefit Permit from the province. Plans to develop and achieve the requirements of Overall Benefit will be developed through the EA and permitting process.



### FISHERIES ASSESSMENT PROGRAM

Large, cold water lakes in the project area, notably Springpole Lake, Birch Lake, and Seagrave Lake, all support similar fish communities: Walleye, Northern Pike, Yellow, Perch, Lake Trout, and Lake Whitefish, and other non-game species. Indigenous community members report that Lake Sturgeon are or were historically present in the area, but the species has not been identified in field studies to date.

The purpose of the fisheries assessment program has been to describe the fish community, assess and map the location and spatial extent of fish habitat, and identify spawning locations. These data can be used to identify potential project-related effects, develop strategies to eliminate or mitigate them, and to aid development of long-term monitoring programs. Additional input from Indigenous communities will help to further evaluate and refine fish habitat offsetting options. We are also in discussion with Fisheries and Oceans Canada and Environment and Climate Change Canada in order to refine plan details to meet *Fisheries Act* policies.

The monitoring techniques and types of data gathered in our 2021 fisheries assessment program are detailed in the following table.

Study Component	Data Gathered
Surface water quality sampling	Surface water quality in-field measurements, physiochemical profiles and laboratory samples.
Fish community and habitat surveys	Fisheries resource data to establish a record of existing conditions regarding fish community, fish habitat, and contaminants in fish tissue concentrations.
Lower trophic level / primary productivity assessment sampling	Sampling for phytoplankton and zooplankton to collect data for primary productivity assessment
Bathymetric surveys with underwater video reconnaissance	Spawning habitat surveys were conducted using bathymetric surveys with side-scan sonar paired with underwater video reconnaissance to document habitat conditions within the southeast arm of Springpole Lake for shoal/hard bottom spawning species (e.g., Lake Trout, Lake Whitefish).
Sediment and Benthic Invertebrate surveys	Surficial sediment samples were collected concurrently with benthic invertebrate community samples to characterize the substrate type, baseline concentrations of constituents (e.g., metals, nutrients), particle size and benthic biota (e.g., insect) communities.



## 2022 Environmental Priorities

FMG will continue to advance our environmental work in 2022, with plans to conduct the following priority activities.

Topic	Priority activities
<b>Springpole Environmental Assessment</b>	Complete and share for public review a draft Environmental Assessment.
<b>Climate Change &amp; Energy Management</b>	Set up a system to track fuel use in order to begin tracking GHG emissions.
	Explore opportunities with local Indigenous communities for potential renewable power development, informed by site-specific data collection on potential for wind and solar sources.
	Refine predictions of effects on air quality from the proposed project and identify mitigation measures if required.
<b>Tailings &amp; Waste</b>	Advance the tailings facility concept design for the Co-Disposal Facility and receive stakeholder input through the EA process.
	Monitor and disclose amount of wastewater discharged to the treatment plant at the project site once full metering system is set up.
<b>Water</b>	Expand water monitoring to three additional downstream water sampling stations.
	Incorporate groundwater, surface water flow and water quality monitoring plans and data into draft Environmental Assessment.
	Begin disclosure of freshwater consumption volume once consumption meters are installed.
<b>Land Use &amp; Biodiversity</b>	Identify a reasonable range of alternatives for fish habitat offsetting/compensation options as it relates to the overall project. This will be identified and assessed as part of the Environmental Assessment. Indigenous consultation on this topic is a priority during the draft Environmental Assessment review.
	Further monitoring to confirm if Lake Sturgeon are present in Springpole Lake or Birch River, addressing Indigenous community interests.
	Consultation with communities on land use potential after mine closure and restoration.

## 04 SOCIAL

First Mining Gold is committed to continual and meaningful engagement with local communities, Indigenous groups, associations, individuals and regulators who have an interest in or may be affected by our development projects.

As an employer, we seek to add value to neighbouring communities by providing local workers with well-paying jobs to support their families and build prosperous local economies, while placing primary importance on the personal health and safety of our employees.

As a neighbour, we are committed to supporting community events, health, infrastructure, education and cultural initiatives, with a goal of generating tangible benefits and sustainable prosperity that brings forth significant long-term social and economic benefits.



# Indigenous and Community Relations

## MANAGEMENT APPROACH

Consistent with our Indigenous Peoples Policy, FMG aims to establish positive and constructive relationships with local Indigenous groups throughout the environmental assessment and permitting processes and over the life of the Springpole Gold Project. We are equally committed to providing opportunities for consultation with government, stakeholders and other members of the public.

We recognize that meaningful engagement is based upon the timely provision of relevant information and ongoing dialogue and interaction to ensure that both concerns and opportunities are understood and taken into consideration as the projects are advanced. The Springpole Gold Project website and the Springpole Environmental Assessment portal are important resources in this regard. We are also active on social, digital and traditional media channels, host community open house events, participate in local community activities and meet frequently with stakeholders.

## INDIGENOUS ENGAGEMENT

The principles and commitments at the foundation of our engagement with local Indigenous communities are laid out in FMG’s [Indigenous Peoples Policy](#) and our [Stakeholder Engagement Policy](#). The protocol we follow in our consultation with Indigenous communities is outlined in the Indigenous Consultation Plan within the approved [Terms of Reference \(ToR\) for the Environmental Assessment](#) and in the Guiding Principles for Engagement with Indigenous Groups in the Springpole EIS Guidelines issued by the federal government.

We are engaging with eight Indigenous communities throughout the Environmental Assessment process. The scope of communities impacted by the project and the levels of engagement required with each group were identified by Federal and Provincial regulators.

Those communities and potential types of engagement are as follows:

Indigenous Communities*	Types of Engagement
Cat Lake First Nation	Community open houses, email, phone calls, text messages, social media, radio advertising, mail drops, one-on-one meetings, site tours, workshops, newsletters
Slate Falls Nation	
Lac Seul First Nation	
Mishkeegogamang Ojibway Nation	
Wabauskang First Nation	
Pikangikum First Nation	
Ojibway Nation of Saugeen	
Métis Nation of Ontario Region 1	

\*The first three communities listed have a shared territory protocol agreement. Of those, Cat Lake and Slate Falls First Nations are geographically the closest to the Springpole Gold Project.

In 2021, we launched a newsletter, called *The Springpole Explorer*, as a key way to provide information about the project.

In 2021, First Mining Gold offered to hold community meetings in all eight indigenous communities. Open house events were held in Mishkeegogamang Ojibway Nation, Lac Seul First Nation, Cat Lake First Nation, Slate Falls Nation and in the local municipalities of Sioux Lookout and Ear Falls. These information sharing opportunities and virtual open houses with MNO will continue regularly throughout the EA process.

In carrying out these activities, we recognized and accommodated the need for the Indigenous communities to balance priorities to protect their health and safety during the COVID-19 pandemic. Where in-person meetings may not have been possible, FMG offer to hold virtual meetings and has produced more information including topic specific videos on the EA portal.



## PRIMARY TOPICS OF INTEREST

An important focus of our Indigenous community engagement to date continues to be the identification of those communities' most significant topics of interest in relation to the Springpole Gold Project.

Three primary topics of interests have been identified:

- Environmental protection (water, especially, as it relates to drinking, transportation, and fishing) and human health.
- Protection of traditional land use for hunting and cultural heritage sites.
- Training and employment opportunities for Indigenous people, and employment of young people.

These topics have been a focus for our engagement activities and that will continue in the future. The activities we undertook in 2021 to manage these interests are as follows:

Topics of Interest	Highlighted Engagement Activities
<b>Environmental Protection</b>	FMG have invested more than \$9 million in environmental studies since 2015 to achieve a thorough understanding of the environmental setting around the Springpole Project. In 2021, \$4.9 million was spent on environmental studies which will contribute to the EA process and includes capacity funding support for the local indigenous communities.
<b>Protection of Traditional Land Use and Cultural Heritage Sites</b>	<p>Conducted extensive cultural heritage research for the preliminary identification of cultural heritage resources based on traditional use of Springpole Lake for habitation, resource procurement, travel, trade and cultural/spiritual practice.</p> <p>Completed a comprehensive assessment of the cultural heritage resources present in the project area and to evaluate the potential impacts to these resources from the development, construction, operation and decommissioning of the mine. Cultural heritage resources considered when preparing the baseline data included: burial sites, cultural heritage landscapes, sacred, ceremonial or culturally important places, objects or things, and archaeological sites.</p> <p>Funded Traditional Knowledge/Traditional Resource land use studies.</p>
<b>Training and Employment Opportunities</b>	<p>Developed plans to fund and provide field training for four Environmental Monitor positions from the Indigenous communities to participate in environmental monitoring in Spring 2022.</p> <p>As a founding member of the <a href="#">Sioux Lookout Mining Centre of Excellence</a>, we enabled 150 largely Indigenous youth to go through the basics of mine training to gain skills for potential jobs and leading to work placements.</p> <p>FMG procured over \$2,500,000 in goods and services locally including from several local Indigenous businesses in 2021, up from \$800,000 in 2020.</p> <p>Collaborated on regional infrastructure planning for community access to the mine site.</p>
<b>Indigenous Awareness Training</b>	In 2021 all First Mining Gold employees took mandatory cultural awareness training.

## ECONOMIC AND SOCIAL BENEFITS

In addition to the job training and goods procurement noted above, the anticipated long-term economic and social benefits of the Springpole Gold Project are substantial. During the approximately 20 years from construction through active closure, the project will increase gross domestic product by an estimated \$8.1 billion, or more than \$400 million per year, and create 44,820 person-years of employment, through direct, indirect and induced effects.<sup>7</sup>


### 2021 PERFORMANCE

First Mining Gold's sponsorship/investments in 2021 were valued at \$51,000. This included investments of \$33,500 to support community well-being and \$17,500 to support traditional land use.


<sup>7</sup> Source: First Mining Gold Corp. NI 43-101 Technical Report and Pre-Feasibility Study on the Springpole Gold Project.

## Springpole Gold Project Impact Highlights

### CONSTRUCTION PHASE:

 **2,440**  
Full-time equivalent positions

 **\$143 million**  
Annual labour income

 **\$68.5 million**  
Annual revenue to governments


### OTHER ECONOMIC AND SOCIAL BENEFITS:

- Provides opportunities to local communities of Ear Falls and Sioux Lookout as potential key service points for the Project;
- Diversifies the local economy which is currently heavily reliant on forestry and government;
- Provides the impetus for the development and implementation of training initiatives to facilitate employment growth in the region and the acquisition of transferable skills for generations to come

### OPERATIONS PHASE:

 **3,100**  
Full-time equivalent positions

 **\$218 million**  
Annual labour income

 **\$215.2 million**  
Annual revenue to governments

### OUR COMMUNITY INVESTMENT STRATEGY FOCUSES ON SIX AREAS OF INVESTMENT:

1. Education
2. Health
3. Local Economic Development
4. Social, Arts, Culture & Recreation
5. Diversity
6. Environment

## Worker Health and Safety

### MANAGEMENT APPROACH

First Mining Gold places a strong focus on integrating a safety culture across the organization, prioritizing the prevention of occupational injuries and illnesses over operating productivity where necessary.

Our goal is zero accidents and injuries. That commitment is a top-down initiative, starting with the CEO and senior management. FMG's leadership, to the greatest degree possible, will provide all mechanical and physical facilities required for personal health and safety, in keeping with high standards.

Our commitment to Health & Safety is witnessed in our Health & Safety policy (see Governance Documents & Policies on website) and Health & Safety program, as well as hiring our first Corporate Environment, Health & Safety Manager in 2021. Embedded in our safety culture is a recognition that responsibilities for health and safety are shared across the organization, and that success requires cooperation between supervisors and employees and between employees and their co-workers.

### POLICIES AND PRACTICES

Our company's health and safety policies, practices and procedures are documented in our Health, Safety and Environment (HSE) Manual. As of 2021, all procedures and policies in the manual were up and running to the extent possible in the Springpole Gold Project's pre-operational stage. For example, the manual includes a Corporate Emergency Plan that specifically covers Environmental Emergencies, such as spills. The manual was developed with the mine's operational stage in mind, so all

future needs and contingencies are addressed and will be implemented as we advance.

### SAFE WORK PRACTICES AND PROCEDURES IN THE HSE MANUAL INCLUDE:

- Environmental Emergencies
- Equipment operation and maintenance
- Working with excavators
- Slashing, falling and bucking
- Welding, cutting and burning
- Fire and explosion prevention
- Site operations
- Hazardous materials

### POLICIES IN THE HSE MANUAL:

- Health & Safety
- Hazard Assessment
- Preventative Maintenance Program
- Safety Training
- Inspection
- Investigation
- Emergency Planning
- Return to Work
- Environmental Protection & Waste Management
- Workplace Violence and Harassment
- Fit-For-Duty

- Alcohol & Drug
- Subcontractor Management

### HEALTH & SAFETY POLICY

Our Health & Safety Policy received our CEO's signoff in 2021. It summarizes our philosophy and management approach, our goal of zero accidents and injuries, and outlines the parameters of our Health and Safety Program.



# Zero

Total recordable injury cases



## NEAR MISS<sup>2</sup> PROCESS FRAMEWORK



<sup>2</sup> Near misses are unplanned and undesired events or conditions which, under slightly different circumstances, could have caused, contributed to, or resulted in harm to people, damage to property and/or equipment, adverse effect to the environment, or loss to process.

# Health and Safety Training

In 2021, we developed a Safety Training Policy to assist employees in fully understanding the hazards of their work and to help them prepare for emergency situations. At minimum, for a majority of employees we provide training on: First Aid and CPR; Workplace Hazardous Materials Information System (WHMIS) 2015; Transportation of Dangerous Goods; Worker Health and Safety in 4 Steps; Supervisor Health and Safety Awareness in 5 Steps.

All site employees and on-site contractor employees are trained in the proper reporting of incidents and near misses during new employee orientation. The HSE manual is the key resource leveraged for the new hire orientation. Managers and supervisors are trained in investigation techniques during their first year on the job, including TapRooT™ training for area managers and superintendents.

## EMERGENCY RESPONSE PLAN

First Mining Gold ensures that a current Emergency Response Plan (ERP) is in place to facilitate a co-ordinated response by our personnel to any emergency situation affecting our company or our affiliates. All employees and contractor personnel are trained to understand how to use the ERP and to ensure their familiarity with evacuation plans and muster points, location of first aid and other emergency equipment, and communication means.

## HEALTH AND SAFETY PERFORMANCE

In 2021, there were no health and safety incidents at the Springpole Gold Project requiring any medical aid. One person had a small cut on a finger and returned to work immediately. Worker risk exposure is currently low as employees are not yet handling heavy equipment and machinery, which will change once operations start.

Indicator	2020	2021
Number of fatalities <sup>3</sup>	0	0
Total recordable injury cases <sup>4</sup>	0	0
First aid cases <sup>5</sup>	0	1
Lost time injuries <sup>6</sup>	0	0
Near-miss incidents <sup>7</sup>	0	0
High-potential near-miss incidents <sup>8</sup>	0	0

- Fatalities or work-related injuries resulting in death to employees on active mine property.
- Includes medical treatment case, restricted work case, lost time injury, critical injuries, recordable occupational illness.
- Work injury or illness, which is treated at the workplace, does not require medical treatment for which charges are incurred, and does not cause the employee to miss work for more than one day shift.
- Occupational injuries that result in loss of one or more days from the entity's scheduled work or days of limited or restricted activity while at work.
- Near-miss is an unplanned and undesired event or condition which, under slightly different circumstances, could have caused, contributed to, or resulted in harm to people, damage to property and/or equipment, adverse effect to the environment, or loss to process.
- Instance or near-miss that under different circumstances would have resulted in one or more fatalities.



# Our Response to COVID-19

First Mining Gold's COVID-19 [Risk Mitigation Policy](#) covers all company personnel at FMG's head office and our mineral project sites in Canada. It sets out everyday precautions, travel guidelines and procedures to follow in the event of a suspected or confirmed COVID-19 case or potential exposure. Each of the company's mine projects has a COVID-19 Health & Safety Leader who ensures compliance with the policy and reports directly to the Chief Operating Officer. Risks associated with COVID-19 are considered in the Enterprise Risk Management framework.

We are pleased to report that there were no cases of COVID-19 among the workers at the Springpole Gold Project site or at head office in 2021.

## 2022 Social Priorities

FMG is committed to continually improving our social programs and policies and, to that end, we have identified the following priorities for 2022.

Social Topic	Priority
Indigenous and Community Relations	Share draft Environmental Assessment in 2022 for feedback on the technical work carried out to assess potential effects and mitigation measures, as well as projected benefits.
	Ongoing consultation with Indigenous communities to address comments and concerns on the draft Environmental Assessment, and integrate the interests and concerns raised in the final Environmental Assessment.
	Focus on increasing local and Indigenous employment and procurement opportunities at Springpole.
	Provide opportunity for Environmental Monitor and Community Liaison positions.
	Continue to work with communities on traditional knowledge and land use studies for consideration in Project planning.
	Seek further local supplier and Indigenous procurement opportunities.
	Continue to conduct local cultural awareness sessions with employees.
Worker Health and Safety	Upgrade new hire orientation into an online course that can be completed directly by the new hire, including formal signoff and acknowledgement from the employee that they have received training.
	Partner with/hire members of the local Indigenous community, leveraging their skills and local knowledge, to provide core health and safety training to project site workers (based on provincial health and safety legal requirements).
	Create more focused, skills-based training specific to job types and specialized equipment that will be deployed as Springpole Gold Project operations increase in the coming years.
	Begin tracking of hours of health and safety training provided to employees.





## 05 GOVERNANCE

First Mining Gold is committed to a high standard of corporate governance, and we recognize our inherent responsibilities to our employees, shareholders, communities and local governments to ensure we conduct our business in an ethical and responsible way. We regularly review our practices and endeavours to make meaningful improvements to achieve and maintain those standards of conduct and oversight.

We also recognize that aligning our business goals with the long-term interests of local communities and the broader society is essential to our success. Good governance helps ensure our business plays an important role in catalyzing the economic development and social well-being of local communities and host governments through job creation, provisioning local goods and services, community investments, and paying taxes and royalties.



## ESG Oversight

### MANAGEMENT APPROACH

Critical ESG issues and strategies around ESG management are discussed at the Board level, consistent with the Board's responsibility for the management, or for supervising the management, of FMG's business and affairs.

Our governance structure emphasizes strong executive ownership of ESG matters, led by our Chief Financial Officer, Andy Marshall. ESG matters are raised from the Executive to the Board on a per-issue basis. The CFO, having attended all stakeholder interviews for the development of this ESG report, has detailed exposure to the ESG context at FMG, recently completed training and achieved Competent Boards ESG certification<sup>15</sup> and was heavily involved in developing FMG's inaugural ESG report.

FMG's Vice President, Environment & Community Relations, Stephen Lines, leads our Environmental Assessment processes as well as our environment, permitting and community relations department. Steve is primarily responsible for our environmental and social matters as related to ESG, while day-to-day responsibility for governance processes and accountability rests with Samir Patel, General Counsel and Corporate Secretary.

One of our Board's independent directors, Leanne Hall, has strong experience in Indigenous engagement. She is the CEO of an indigenous strategy and consulting company, and has served as National Leader of Deloitte Canada's Indigenous Client Services Practice, serving over 275 Indigenous communities across Canada.

### STAKEHOLDER ENGAGEMENT

First Mining Gold appreciates that our projects involve many stakeholders including municipalities and residents, area service providers, land users, surface rights holders and businesses. In developing our projects, we strive to provide benefits locally and regionally and minimize adverse effects.

### ENTERPRISE RISK

In December 2021, we compiled a risk register in which we identified our top 20 risks.<sup>16</sup> The risk register integrates ESG risks in the enterprise-level risk register and risk management process. Four of the 13 sub-categories of risks are ESG-related. These are:

- COVID-19
- Environmental
- Indigenous Communities
- Health & Safety

Of the 20 risks identified, eight are ESG-related.

Our enterprise risk identification process also considered strategic risks that could affect our ability to execute on and meet our strategic objectives. Accordingly, our strategic planning process incorporates consideration of such risks in subsequent reviews and revisions to our strategic plan.

<sup>15</sup> Competent Boards: ESG and Climate training programs for board directors, executives and investors.

<sup>16</sup> These risks were identified in a two-stage process, first in interviews with key stakeholders in the organization, followed by a workshop with key executives to confirm the final list.

### ESG-RELATED POLICIES AND MANDATES

Policy and mandate documents developed to date are on First Mining Gold's website at the following links:

[Board Mandate](#)

[Code of Business Conduct and Ethics](#)

[COVID-19 Risk Mitigation Policy](#)

[Diversity Policy](#)

[Environmental Policy](#)

[Indigenous Peoples Policy](#)

[Stakeholder Engagement Policy](#)

[Other Policies and Board Committee Charters](#)

[Whistleblower Policy](#)

## Diversity, Equity & Inclusion

### MANAGEMENT APPROACH

First Mining Gold is committed to diversity and inclusion at all levels in the workplace, on the Board and amongst our executive officers and employees. This includes a commitment to ensuring there are no systemic barriers or biases in our policies, procedures and practices and that our company and our personnel continue to respect and value the perspectives, experiences, cultures and essential differences our directors, officers and employees possess.

The promotion of a work environment that respects and appreciates the differences in gender, age, ethnic origin, religion, sexual orientation, political belief or disability is an important element in our practice of good corporate governance. Our Diversity Policy guidelines apply to executive and non-executive directors as well as full-time, part-time and casual employees.

We are committed to a goal of increasing diversity through hiring more female and Indigenous employees. We are also focused on increasing Indigenous participation both in our project, as contractors, and in our company as employees.

### BOARD AND MANAGEMENT DIVERSITY

FMG's Board, through the Corporate Governance and Nominating Committee, considers diversity (based on gender, age, geography, minority group and ability/disability) in its identification and selection criteria and when reviewing qualified candidates for recommendation for appointment or election to the Board and as executive officers.

To assist in meeting these criteria, we attempt to interview at least one female and/or minority candidate for each opening on the Board. Currently, of the five Directors on the Board there is one female director.



### FIRST MINING GOLD BOARD STRUCTURE

- Chairman
- CEO
- Three Independent Directors

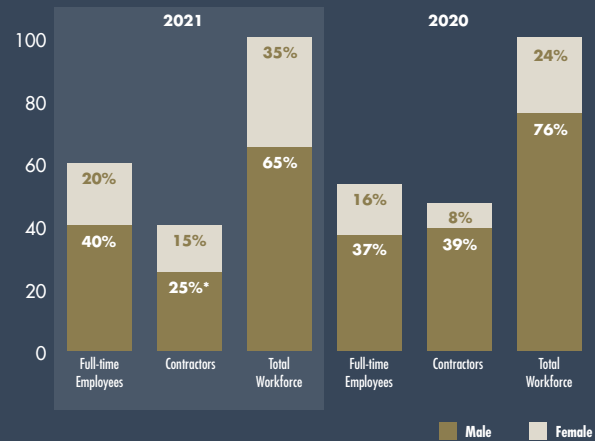
### BOARD COMMITTEES

- Audit Committee
- Compensation Committee
- Corporate Governance and Nominating Committee



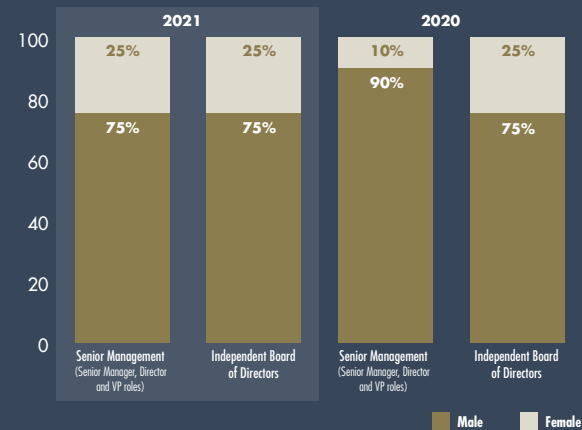
## COMPANY DEMOGRAPHICS

### GENDER TOTAL WORKFORCE



\*Includes one University of British Columbia student working for eight months with the Accounting/Finance team.

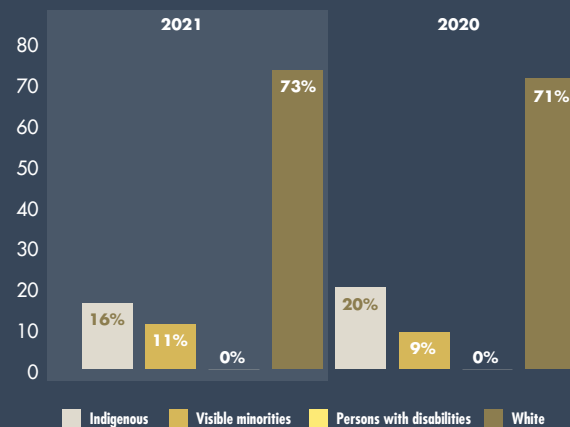
### GENDER SENIOR MANAGEMENT



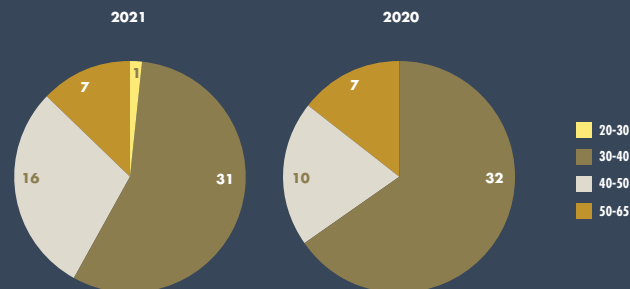
### PERCENTAGE OF WOMEN IN NEW HIRES



### ETHNICITY TOTAL WORKFORCE



### AGE TOTAL WORKFORCE



## Ethics & Compliance

### MANAGEMENT APPROACH

First Mining Gold is committed to operating honestly and ethically, fostering and maintaining a culture of integrity, and complying with all applicable laws, rules and regulations.

### CODE OF CONDUCT

The guiding principles of conduct and ethics we expect of our employees, directors and officers are laid out in our Code of Business Conduct and Ethics. That Code was approved by our Board in 2015. We plan to revise and publish an updated version in 2022.

We have implemented extensive internal policies and training requirements to ensure our project development activities, as well as corporate and regional offices, operate to a high degree of business ethics. All employees are trained on these policies, with refresher training required regularly. These policies dictate appropriate conduct for a variety of situations and cover all employees.

Each new employee is required to sign an agreement form (Compliance Certificate) upon hiring, and then to renew that commitment at least annually to affirm communication and understanding of its contents.

### ETHICS RISK CONTROLS

FMG has a process in place, adopted in 2020, for managing entity-level controls to manage business ethics risk. Management performs internal control testing and engages an independent internal control consultant to perform a desktop review of its internal control design for any issues/recommendations. Each year, management must obtain the Audit Committee meeting minutes which document approval of the internal control certification and year-end financial statements.

### ANTI-BRIBERY AND ANTI-CORRUPTION

FMG and its employees are required to comply with Canada's Corruption of Foreign Public Officials Act (CFPOA), the U.S. Foreign Corrupt Practices Act (FCPA) and any local anti-bribery or anti-corruption laws that may be applicable.

Our Code of Business Conduct and Ethics further informs and guides our employees by providing definitions of "corruption" and "bribery" and outlines a list of circumstances in which, offering, paying, promising or authorizing any payment or other benefits to government officials, other individuals or third parties is prohibited.

### PAYMENT OF TAXES AND ROYALTIES

Canada ranks 13th out of 180 countries on Transparency International's 2021 Corruption Perception Index.<sup>17</sup> Therefore, our Springpole operations, located in Ontario, present low business ethics risk.

FMG complies with the Canadian Extractive Sector Transparency Measures Act (ESTMA), which requires public reporting of payments to foreign and domestic governments over \$100,000. Our ESTMA reports are available on our [website](#).

<sup>17</sup> [2021 Corruption Perception Index](#).

## 2022 Governance Priorities

FMG is committed to continually improving our governance practices and, to that end, we have identified the following priorities for 2022.

Topic	Priority activities
Board Governance	Establish ESG as a standing item on the agenda at regular Board meetings.
	Establish a more robust set of ESG metrics to be reported to the Board, including progress around strategic local sourcing, Indigenous employment, and Health & Safety performance.
	Finalize implementation of an Enterprise Risk Management framework (including ESG risks).
Diversity, Equity & Inclusion	Continue to strive towards increasing diversity, primarily through the hiring of more female and Indigenous employees.
Ethics & Compliance	Formal Whistleblower policy and procedure for capturing and reporting improprieties established and approved by the Board. The policy is available on FMG's website, employees have been briefed on its contents and posters have been mounted at work sites displaying contact information for reporting complaints via an anonymous "Confidence Line."





# 06 APPENDIX



## Consolidated SASB Data Table

SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Environmental Metrics				
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	<p>"Following completion of the Springpole Gold Project Pre-Feasibility Study (PFS) in January 2021, which supported our proposal for a 30,000 tonnes-per-day open pit mining operation, we conducted an analysis of potential GHG emissions from the project, focusing particularly on Scope 1 greenhouse gas (GHG) emissions from energy use."</p> <p>GHG emissions from 2021 is not applicable as Springpole mine is not operating or under construction yet."</p> <p>"The above activities are in preparation for the Springpole mine becoming operational. Emissions sources are generators, vehicles, drills; the latter consume more diesel than other equipment in the camp. A secondary emissions source is propane, used for cooking and heating."</p>	<a href="#">Climate Change and Energy Management: Management Approach: GHG Emissions &amp; Energy Use</a>
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<p>"Our mitigation plans include to tie the Springpole Gold Project to the electrical power grid as our primary method for reducing GHG emissions, instead of site-based diesel power generation. We are enabling that by building an 89-kilometre transmission line and making a significant long-term investment in infrastructure in northwest Ontario in the process. Not only will the line service the Springpole Gold Project, but it has to potential to provide future business opportunities and other long-term regional energy initiatives for Indigenous communities.</p> <p>What the post-PFS analysis indicated is that opportunities may exist to further reduce GHG emissions by reducing diesel consumption with the addition of a trolley assist system for diesel-electric haul trucks in the mine pit. We then commissioned a study to look at the impact and benefit of a number of electric haul assist technologies. Results indicated that a more detailed analysis is warranted, and it will be carried out during 2022."</p>	<a href="#">Climate Change and Energy Management: Management Approach: GHG Emissions &amp; Energy Use</a>
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Please see the discussion in section cited in adjacent "Reference" column.	<a href="#">Climate Change and Energy Management: Management Approach: Air Quality</a>

SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable		<a href="#">Climate Change and Energy Management: Management Approach: GHG Emissions &amp; Energy Use</a>
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<p>"A freshwater supply will still be required for contingency seasonal water deficits, initial start-up, and potable water uses. A freshwater intake is proposed from Birch Lake, a large waterbody located close to Springpole Lake. The area of Springpole is considered of low overall water stress, meaning there is ample renewable surface and groundwater supplies relative to anticipated total water needs for the Project.</p> <p>An assessment of freshwater demand is a key variable in the completion of a site-wide water balance model to verify the quantity of mine site contact water expected to be managed during the project's construction and operations phases. The water balance model considers the precipitation and groundwater gains, and losses such as evaporation and infiltration."</p>	<a href="#">Water: Contact water collection, recycling and discharge</a>
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	"We had no incidents of non-compliance associated with water quality permits, standards and regulations. At this time, the site is greenfield given it is undeveloped. We will report any non-compliances issues in future reports should they occur."	<a href="#">Water: Performance</a>



SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	"Waste management at the Springpole site is currently focused on addressing the needs of the exploration camp. There is a sewage treatment system on-site. Where possible, waste generated on the site is reused and recycled. For example: used tires are recycled locally, used oil is shipped out to Red Lake for collection by a disposal firm, used batteries are taken to a recycling depot in Red Lake and scrap metals are sent to a machine shop for re-use. The remaining waste are sent out to an authorized landfills in Sioux Lookout and Earfall."	<a href="#">Tailings and Waste: Waste Management</a>
	EM-MM-150a.5	Total weight of tailings produced	At Springpole, it is estimated that 140 megatons (Mt) of tailings will be produced over the expected 12-year life of the mine. To determine the best means of storage, FMG conducted a comprehensive alternatives assessment based on the federal requirements of Environment and Climate Change Canada. The assessment concluded that the best solution would be in a single Co-Disposal Facility (CDF).	<a href="#">Tailings and Waste: Tailings Management</a>
	EM-MM-150a.6	Total weight of waste rock generated	"The tailings management approach relates to the Springpole Gold Project if the mine is developed. Tailings are the primary by-product from the processing of ore and consists of fine crushed rock after gold and silver have been extracted. The storage mine rock at the Project site and subsequent long-term closure strategy are important aspects of project planning and sound environmental management."	<a href="#">Tailings and Waste: Tailings Management</a>
	EM-MM-150a.7	Total weight of hazardous waste generated	"Waste management at the Springpole site is currently focused on addressing the needs of the exploration camp. In 2021, the sewage treatment plant was commissioned and is used on-site."	<a href="#">Tailings and Waste: Management Approach: Waste Management</a>
	EM-MM-150a.8	Total weight of hazardous waste recycled	"Waste management at the Springpole site is currently focused on addressing the needs of the exploration camp. In 2021, the sewage treatment plant was commissioned and is used on-site."	<a href="#">Tailings and Waste: Management Approach: Waste Management</a>
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	No significant incidents associated with waste management occurred in 2021.	<a href="#">Tailings and Waste: Performance: Waste Management</a>
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	No waste and hazardous materials management policies and procedures in place currently.	<a href="#">Tailings and Waste: Performance: Waste Management</a>

SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Biodiversity Impact	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Please see the discussion in section cited in adjacent "Reference" column.	<a href="#">Governance: ESG Oversight: ESG-Related Policies and Mandates</a>
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	"Springpole Gold Project design also factors in the related management of mitigating potential Acid Rock Drainage and Metal Leaching (ARD/ML), through the runoff from ore stored in temporary stockpiles. This work is informed by data gathered from geochemistry studies conducted for the Project as part of baseline investigations and which continue as part of an ongoing geochemistry program for the mine plan."	<a href="#">Water: Management Approach: Contact Water Collection, Recycling and Discharge</a>
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Please see the discussion in section cited in adjacent "Reference" column.	<a href="#">Land Use &amp; Biodiversity : Biodiversity: Species at Risk Surveys</a>

SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Please see the discussion in section cited in adjacent "Reference" column.	<a href="#">Tailings &amp; Waste: Tailing Management</a>
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Please see the discussion in section cited in adjacent "Reference" column.	<a href="#">Tailings &amp; Waste: Tailing Management</a>
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	"First Mining Gold's health and safety policies, practices and procedures are documented in our Health, Safety and Environment (HSE) Manual. As of 2021, all procedures and policies in the manual were up and running to the extent possible in the Springpole Gold Project's pre-operational stage. This includes assisting employees in fully understanding the hazards of their work and to help them prepare for emergency situations."	<a href="#">Worker Health &amp; Safety : Management Approach</a>
Social Metrics				
Security, Human Rights & Right of Indigenous People	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	No conflict in the surrounding areas of the mine	N/A
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	"First Mining Gold is engaging with eight Indigenous communities throughout the Environmental Assessment process. The scope of communities impacted by the project and the levels of engagement required with each group were identified by Federal and Provincial regulators in the process of developing the Terms of Reference for the Environmental Assessment."	<a href="#">Social: Indigenous and Community Relations: Indigenous Engagement</a>



SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Security, Human Rights & Right of Indigenous People	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	"The principles and commitments at the foundation of our engagement with local Indigenous communities are laid out in FMG's Indigenous Peoples Policy ( <a href="https://firstmininggold.com/_resources/governance/210615-FMG-Indigenous-Peoples-Policy-final.pdf">https://firstmininggold.com/_resources/governance/210615-FMG-Indigenous-Peoples-Policy-final.pdf</a> ) and our Stakeholder Engagement Policy ( <a href="https://firstmininggold.com/_resources/governance/210615-FMG-Stakeholder-Engagement-Policy-final.pdf#:~:text=Stakeholder%20Engagement%20Policy%20First%20Mining%20Gold%20Corp%20appreciates,benefits%20locally%20and%20regionally%20and%20minimize%20adverse%20effects.">https://firstmininggold.com/_resources/governance/210615-FMG-Stakeholder-Engagement-Policy-final.pdf#:~:text=Stakeholder%20Engagement%20Policy%20First%20Mining%20Gold%20Corp%20appreciates,benefits%20locally%20and%20regionally%20and%20minimize%20adverse%20effects.</a> ). The protocol we follow in our consultation with Indigenous communities through the Environmental Assessment process is outlined in the Indigenous Consultation Plan within the approved Terms of Reference (ToR) for the Environmental Assessment which received final approval in 2021 and in the Guiding Principles for Engagement with Indigenous Groups in our Guidelines for the Preparation of an Environmental Impact Statement document which we submitted to the federal government in 2018."	<a href="#">Social: Indigenous and Community Relations: Indigenous Engagement</a>
	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Please see the discussion in section cited in adjacent "Reference" column.  Our Community Investment Strategy focuses on six areas of investment: (1) Education; (2) Health; (3) Local Economic Development, (4) Social, Arts, Culture & Recreation, (5) Diversity; (6) Environment	<a href="#">Social: Indigenous and Community Relations: Primary Topics of Interest; Economic and Social Benefits</a>
	EM-MM-210b.2	Number and duration of non-technical delays	No non-technical delays were experienced	N/A
	Non-SASB metric	Total Community Investment	First Mining Gold's community sponsorship/investments donations in 2021 were valued at \$51,000. This included investments of \$33,500 to support community well-being and \$17,500 to support traditional land use.	<a href="#">Economic and Social Benefit: 2021 Performance</a>
Community Relations	Non-SASB metric	Local spend on goods and services	FMG procured over \$2.5 million in goods and services locally, including from indigenous businesses.	<a href="#">Social: Indigenous and Community Relations: Primary Topics of Interest</a>
	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Due to the size of the company at this point there are no collective bargaining agreements in place for employees. This will be implemented as the company grows.	NA
	EM-MM-310a.2	Number and duration of strikes and lockouts	No strikes or lockouts occurred.	NA
Labour Relations				

SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Workforce Health & Safety	EM-MM-320a.1	1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	<p>In 2021, there were no health and safety incidents at the Springpole Gold Project requiring any medical aid. One person had a small cut on a finger and returned to work immediately. Worker risk exposure is currently low as employees are not yet handling heavy equipment and machinery, which will change once operations start.</p> <p>Total recordable injury cases: 0</p> <p>Number of fatalities: 0</p> <p>First aid cases: 1</p> <p>Lost time injury: 0</p> <p>Near miss Incidents: 0</p> <p>High potential near miss incident: 0</p>	<a href="#">Worker Health &amp; Safety : Health and Safety Performance</a>
	Governance Metrics			
Business Ethics & Transparency	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	"Canada ranks 13th out of 180 countries on Transparency International's 2021 Corruption Perception Index. Therefore, FMG's our Springpole operations, located in Ontario, present low business ethics risk."	<a href="#">Ethics &amp; Compliance: Management Approach: Payment of Taxes and Royalties</a>
	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	"Our Code of Business Conduct and Ethics further informs and guides our employees by providing definitions of "corruption" and "bribery" and outlines a list of circumstances in which, offering, paying, promising or authorizing any payment or other benefits to government officials, other individuals or third parties is prohibited."	<a href="#">Ethics &amp; Compliance: Management Approach: Bribery and Corruption</a>

SASB Topic	SASB Code	Accounting Metric	2021 Data	References
Diversity, Equity & Inclusion	Non-SASB metric	Workforce by gender (1) total workforce: full-time employees and contractors, (2) Senior Management (Senior Manager, Director and VP), (3) Independent Board of Directors, (4) new hires	Full-time employees: Male: 21 (40%) Female: 11 (20%)  Contractors: Male: 15 (25%) Female: 8 (15%)  Senior Management: Male: 75% Female: 25%  Independent Board of Directors: Male: 75% Female: 25%  New hires: Female: 33%	<a href="#">Diversity, Equity &amp; Inclusion: Company Demographics</a>
	Non-SASB metric	Percentage of employees by ethnicity: indigenous, visible minorities, persons with disabilities, white	Ethnicity: Indigenous: 16% Visible minorities: 11% Person of disabilities 0% White: 73%	<a href="#">Diversity, Equity &amp; Inclusion: Company Demographics</a>
	Non-SASB metric 0.1917	Percentage of employees by age group	Age group: 20-30: 1 30-40: 31 40-50: 16 50-65: 7	<a href="#">Diversity, Equity &amp; Inclusion: Company Demographics</a>
SASB Activity Metrics				
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Currently not applicable, as Springpole mine is not operating or under construction yet.	
	EM-MM-000.B	Total number of employees, percentage contractors	Total number of employees and contractors in 202: 55 % employees and contractors in 2021: 25%	N/A



## Cautionary Note on Forward Looking Statements

This ESG Report contains “forward-looking information” and “forward-looking statements” (collectively, “forward-looking statements”) within the meaning of the applicable Canadian securities legislation. All statements, other than statements of historical fact, are forward-looking statements and are based on expectations, estimates and projections as at the date of this ESG Report. Any statement that involves discussion with respect to predictions, expectations, beliefs, plans, projections, objectives, assumptions, future events or performance (often, but not always using phrases such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates”, or “believes” or variations (including negative variations) of such words and phrases, or state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved) are not statements of historical fact and may be forward-looking statements. In this ESG Report, forward-looking statements relate, among other things, to: engaging with counterparties of all of First Mining Gold’s strategic interests and royalties to understand any potential ESG impacts; the magnitude or quality of mineral deposits; anticipated advancement of mineral properties or programs; future operations; future exploration prospects; the completion and timing of the Environmental Assessment process for the Springpole Gold Project; future opportunities to reduce greenhouse gas emissions at the Springpole Gold Project; undertaking a more detailed analysis of electric haul assist technologies during 2022 and evaluating supplemental power supply alternatives for the Springpole Gold Project; the development of air quality mitigation measures to ensure regulatory requirements are met; the scope, timing and completion of a Feasibility study for the Springpole Gold Project; the expected mine life of the Springpole Gold Project and the amount of tailings that will be produced during that time; FMG’s intention to commission an independent technical review board to review the proposed Co-Disposal Facility design once it has been completed; FMG’s water treatment and management plans, along with its plans for a controlled dewatering of an area of the Springpole Lake; FMG’s environmental work plans for 2022; FMG’s plans for 2022 in the areas of Indigenous and Community Relations and Worker Health and Safety; FMG’s governance priorities for 2022, including its plans to publish an updated version of its Code of Business Conduct and Ethics by the end of 2022; the anticipated advancement of the Springpole Gold Project and future exploration prospects; and the future growth potential of FMG.

These forward-looking statements, and any assumptions upon which they are based, are made in good faith and reflect our current judgment regarding the direction of our business. Management believes that these assumptions are reasonable. Forward-looking information involves known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of First Mining Gold to be materially different from any future results, performance or achievements expressed or implied by the forward-looking information. Such factors include, among others: risks related to the speculative nature of FMG’s business; FMG’s formative stage of development; FMG’s financial position; possible variations in mineralization, grade or recovery rates; actual results of current exploration activities; actual results of reclamation activities; conclusions of future economic evaluations; business integration risks; fluctuations in general macroeconomic conditions; fluctuations in securities markets; fluctuations in spot and forward prices of gold, silver, base metals or certain other commodities; fluctuations in currency markets (such as the Canadian dollar to United States dollar exchange rate); change in national and local government, legislation, taxation, controls regulations and political or economic developments; risks and hazards

associated with the business of mineral exploration, development and mining (including environmental hazards, industrial accidents, unusual or unexpected formation pressures, cave-ins and flooding); inability to obtain adequate insurance to cover risks and hazards; the presence of laws and regulations that may impose restrictions on mining; employee relations; relationships with and claims by local communities and indigenous populations; availability of increasing costs associated with mining inputs and labour; the speculative nature of mineral exploration and development (including the risks of obtaining necessary licenses, permits and approvals from government authorities); title to properties; and the additional risks described in FMG’s Annual Information Form for the year ended December 31, 2021 filed with the Canadian securities regulatory authorities under FMG’s SEDAR profile at [www.sedar.com](http://www.sedar.com). FMG cautions that the foregoing list of factors that may affect future results, performance or achievements expressed or implied by the forward-looking statements in this ESG Report is not exhaustive.

Although the forward-looking statements contained in this ESG Report are based upon what management of First Mining Gold believes, or believed at the time, to be reasonable assumptions FMG cannot assure its shareholders that actual results will be consistent with such forward-looking statements, as there may be other factors that cause results not to be anticipated, estimated or intended. Forward-looking statements contained herein are made as of the date of this ESG Report and First Mining disclaims any obligation to update any forward-looking statements, whether as a result of new information, future events or results, except as may be required by applicable securities laws. There can be no assurance that forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking information.



#### MORE INFORMATION AND FEEDBACK

Please visit our ESG website at [First Mining Gold: Overview.](#)

We welcome your feedback on this report. Please send your comments or questions to: [info@firstmininggold.com.](mailto:info@firstmininggold.com)