

SUSTAINABLE MOBILITY POLICY

2022


NOUVEAU MONDE GRAPHITE

SUSTAINABLE MOBILITY POLICY

In line with its objectives to minimize its environmental impacts and support the global transition to a low-carbon economy, Nouveau Monde Graphite (“NMG” or the “Company”) is adopting its corporate Sustainable Mobility Policy (“the Policy”).

Aligning with our Sustainable Development Policy, this Policy oversees the Company’s mobility practices and promotes sustainable, low-carbon solutions for transportation. Indeed, greenhouse gas (“GHG”) emissions associated with transportation represent a significant portion of NMG's overall emissions and are expected to increase as the Company grows.

In concrete terms, the fundamentals of NMG’s sustainable mobility strategy are based on four pillars: reducing dependence on fossil fuels, active transportation, public transportation and reducing transportation needs at the source. Defined measures support our employees in their mobility journey to work and could also be reflected in their personal life. Employees’ well-being is an important catalyst for the Company’s performance. The Policy guidelines were developed based on the needs and aspirations expressed by NMG’s workforce.

DEFINITION

For NMG, sustainable mobility stems from the optimization of movement for both people and goods to limit the use of space and resources, facilitate access and respect the environment. To be sustainable, mobility must be efficient, safe, equitable, integrated with its environment and compatible with human health and ecosystems.

OUR PRACTICES

In addition to the many environmental benefits that result from the application of this Policy, NMG aims to contribute to the social component of sustainable development by promoting interaction and collaboration among its employees and communities. NMG recognizes the physical and personal realities of each individual, values flexible work location, when applicable, and takes into consideration the opportunities and limitations of each milieu in the deployment of its practices.

Reducing dependence on fossil fuels

As an anode material producer, NMG supports the deployment of electric vehicles (“EV”). NMG intends to adopt electric solutions for all its mobile equipment as the technologies become available.

In terms of work-related travel, NMG encourages the use of EVs by offering a mileage bonus and charging facilities to its employees and visitors. The need for additional charging stations at our operation sites and business locations is continuously evaluated.

When business travel cannot be accomplished using a zero-emission vehicle, NMG offsets GHG emissions associated with fuel combustion using valid and verified carbon credits.

Transportation logistics from NMG’s upstream supply chain, transportation of purchased materials and goods within the Company’s perimeter and product shipments to customers are carefully evaluated and chosen based on the best technological, geographic, and logistical solutions as they develop to minimize environmental impact and maximize effectiveness and efficiency.

Furthermore, along with its Responsible Procurement Policy, NMG also promotes the purchasing of local goods and services whenever possible. This reduces the need for mobility and thus preserves the environment,

while encouraging the local economy in our communities.

Active transportation

NMG recognizes that active transportation has a positive impact on the mental and physical health of commuters, and by correlation, on their well-being and performance at work. NMG is committed to promoting active transportation to its employees, maintaining and improve adapted infrastructures, and collaborating with its communities to enhance local offer when relevant.

Public transportation

NMG encourages and facilitates the use of public transit through incentives and tools that are made available to employees, particularly for carpooling, which is strongly encouraged to reduce single-occupancy car trips. NMG also ensures that various public transit options are evaluated for its major new projects, for both construction and operational phases, and works with local stakeholders to develop solutions where appropriate.

Reducing transportation needs at the source

NMG recognizes that in-person interactions and discussions between employees are sometimes necessary for performing their work, as well as being an important foundation for a strong team spirit. NMG offers hybrid work when applicable to the job. This work model considerably reduces the need for transportation, thus reducing the impact on the environment.

POLICY SCOPE

This Policy is scalable and supported by tools, programs and incentives that will adapt to each stage of the Company's development, as well as to the travel options available within its environments.

The Vice President, Communications and ESG Strategy is responsible for the success of this Policy, although everyone at NMG contributes to its full implementation and is encouraged to share ideas to enhance its scope and foster sustainable mobility within the Company.

ANNEXE A

FORMULAIRE DE CONFIRMATION

Veillez signer cette copie de la présente Politique et la retourner au département des Ressources humaines. Elle sera versée à votre dossier d'employé.e.

Je reconnais avoir reçu une copie de la Politique de mobilité durable et l'avoir examinée, et jem'engage à la respecter dans son intégralité.

Date (jj/mm/aaaa)

X

Nom de l'employé.e