

INDIGENOUS PEOPLES POLICY

2023



NOUVEAU MONDE GRAPHITE

Nouveau Monde Graphite Inc. (“NMG” or the “Company”) is committed to meaningful engagement with Indigenous Peoples, communities and organizations where we operate to build long-term trusting and mutually beneficial relationships based on the values of respect, inclusion, sustainability, and accountability.

In order to meet this commitment, the actions of NMG and of our employees are guided by the following principles:

Recognition

- » Recognize the deep connections that Indigenous Peoples have to the land, waters, territories, and resources; this relationship to the land is at the bedrock of Indigenous identity, culture, traditions, spirituality, and well-being.
- » Respect the inherent and constitutionally protected rights of Indigenous Peoples, including those related to lands and resources.
- » Adopt the United Nations Declaration on the Rights of Indigenous Peoples as a framework for collaboration and reconciliation, and apply its principles, norms, and standards to our corporate values and core operational activities involving Indigenous Peoples and their lands and resources.

Relationships

- » Develop, maintain, and strengthen harmonious relationships with Indigenous communities and organizations in a culturally sensitive way that go beyond specific projects and activities.
- » Seek to fully inform Indigenous communities and consult them on the likely impacts and opportunities arising from our activities, including early and timely consultation during the exploration, development, and impact assessment of new projects, with a view to obtaining the free, prior, and informed consent (FPIC) of Indigenous Peoples.
- » Maintain proactive two-way communication and engagement mechanisms that seek the input of Indigenous Peoples, communities, and organizations to enhance and support responsible operations and business practices.
- » Ensure that communications with Indigenous Peoples are clear, sufficient, objective, accurate, adapted, and available in native language when possible, promoting ongoing and unbiased dialogue.

Mutual Understanding and Respect

- » Value and respect the traditions, culture, and traditional decision-making process of each Indigenous community we engage with.
- » Consider Indigenous Peoples’ wealth of traditional knowledge and perspectives to assess the effects, minimize the potential adverse impacts from our operations, and choose appropriate mitigations, monitoring, and closure measures.
- » Foster a culture of mutual understanding by encouraging Indigenous awareness within our workforce and communities, by promoting continuous learning opportunities, and by providing educational content to our employees and suppliers on the history, traditional knowledge, values and beliefs of Indigenous Peoples.
- » Provide a working environment that is culturally sensitive and supportive for all employees, and free from any kind of discrimination.

Supporting Sustainable Communities

- » Develop strong engagement and partnerships, where appropriate, for greater long-term collaboration towards the creation and support of economic and social opportunities aligned with Indigenous communities’ well-being, priorities, and local realities.

- » Provide fair opportunities for Indigenous Peoples, businesses, and communities to participate in, and benefit from, the economic opportunities associated with NMG's projects and operations by creating access to training, employment, and business contracting opportunities.
- » Advance education, training, and collaboration mechanisms in collaboration with Indigenous communities and organizations with a view to increasing individuals and community long-term capacity.
- » Commit to conducting business in an environmentally sustainable manner, in accordance with existing regulations and our own policies and procedures and encourage Indigenous Peoples' participation in monitoring activities and adaptive management.
- » Manage potential impacts of our projects and operations on Indigenous Peoples' lands and carefully consider previous land use and occupation, and archaeological potential in the planning, development, and operational activities.
- » Seek opportunities to foster the protection, promotion, and vitality of Indigenous Peoples' cultures and history.

The Vice President, Communication and ESG Strategy is accountable for the success of this policy, with the support of our Indigenous Relations Manager, who is responsible for reviewing, and updating the policy annually.

Approved by the Board of Directors on March 22, 2023.