

INDIGENOUS PEOPLES POLICY

IRAKONIKWIN NEHIROWISIK

TAKUEITSHEUN INNUAT E KATSHITAUANIT

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.

Nouveau monde graphite Inc. (« NMG » matci kaie « Société ») oreritam kitci witci otamiromatc nehirowisiwa, otenamiwak kaie omasinahikekomiwawa kitci ki kicteritamakak kinec kirika tapickotc kitci ki otamironaniwok.

Ne mashinaitshetshuap Nouveau monde Graphite ui minu-atussemeu innuat kie ui tshikanakutau, anite innu-assi mak mashinaitshetshuapa anite tshetshi ashtakan shutshenitamun minekash tshetshi takut kie tshetshi tshishikashupan e ashtakan tshitimauenitamun, uitshi-atussemitun.

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

Kitci ki kicteritak, ici oreritam kitci nosinetatc NMG kaie ka otamirotcik oheriw :

Tshetshi minu-nashak nenu, ne NMG mak ukatusseshima atusseu-takueikana nashamuat:

Recognition Nisitowinamakewin Inniuumikuan

- » 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.

Kitci nisitowinakik kekwariw ka micta kicteritamoritci nehirowisiwa askik, nipik kaie otitacikewinik ka nitawikimakanik; cakotc ekota e ici aspitcicik otirisowiniwak e ici tapweritakik kitci mirokitcik e nehirowisitcik.

Tshetshi nishtuapatakanit anitshenat innuat e tapishinit ukaumau-assinnu, nipinu, assinu kie e ishi kunenitashinit assinu; E ishi tapishinit ekuat nete nete e nishtuapamatshishut, e inniutau, kie utaimunnua, utinniu-aitunnau, utapuetatshishunaua kie tshetshi minu-inniutau innuat.

- » Respect the inherent and constitutionally protected rights of Indigenous Peoples, including those related to lands and resources.

Kitci kicteritakik kekwariw ka ici acterik kitci nakotoweritakik nehirowisiwok kaie askik acitc kaskina ka nitawikimakanik.

Tshetshi tshitimauenimitau utinnu -utipenitamunau kie nenu assinu kie e ishi kunenitashit tshikauinu assi.

- » 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.

Kitci otapinamik kekwariw ka ki ici orisinhak nehirowisiwa otci ONU kitci tapickotc icinakonik e ici wapitakik kitci kicteritakik askiriw kaie ka ici nitawikimakanik.

Tshetshi utinikan ne tshishe-utshimauaut umashinaikanuau nenu innuat utipenitamunuau tshetshi uitshi-atussemitunanut minu-uitsheutinanut kie tshetshi apitshitanikau, nenu ua ishi-pimuteiat kie ne e ishi-atusseiat ninan e uauinanit innuat, utassiuaua kie e ishi-kunenitashit.

Relationships Witcewitowin Tshe ishi-uitshi-atussemitunanut

- » Develop, maintain, and strengthen harmonious relationships with Indigenous communities and organizations in a culturally sensitive way that go beyond specific projects and activities.

Kitci rikitakaniwok, kitci kinoweritcikatek kaie kitci mickowatakaniwok kitci mirowinakok nehirowisi otenak otci kirika nehirowisi masinahikemokowa awacamec kitci ocitakaniwoki aitotiskewina.

Tshetshi tutakan minu-uitsheutun, tshetshi kunenitakan kie shukashinakutakan ashit innu-assia mak innu-mashinaitsheutshuapa e nashakanit nenu e ishi-inniutau kie tshetshi passisseshkanikau atusseuan.

- » 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.

Wewerita kitci tipatcimoctowatcik nehirowisi otenawa kaie kitci kokwetcmatcik ke isparinik kecpin wiec e itotisketcik, kaie kitci natowi kiskeritamoritci kekwariw ka wi matcatatcik kitci ki ici niheritamoritci nehirowisiwa.

Tshetshi ushkuishtakan tshetshi minakanitau innuat aimunnu kie tshetshi natipishtuakanitau kie minu-uitamuanitau tan e ishi katshitauet ne nitatusseunan, iat ne e natipishtatunanut kie neme munitshanut, tutakan ussi-atusseun kie tshimitakanikau, tshetshi tapuetatshishutau innuat, uinuau e uitinikau aimunnu kie e minu-tipapaikaikau (CLPE).

- » 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.

Kitci miro tipatcimoctatotcik kaskina nehirowisi otenawa kaie ka omasinahikekomiwawa, wewerita kitci ki aisparinik.

Tshetshi nanitam atusseshtakan e imitunanut kie ne nishtutatun nete aitu utshipin nete innit e uitakan, innuat kie nete mashinaitsheutshupit kie tshetshi shutshiteieshkakan atusseuakan kie pikassuna.

- » Ensure that communications with Indigenous Peoples are clear, sufficient, objective, accurate, adapted, and available in native language when possible, promoting ongoing and unbiased dialogue.

Kitci motemikak aiamihitowin nehirowisiwok kitci miro nisistakik kaie nehiromowin kitci apatak kaie picicikw kitci aiamihitonaniwok.

Tshetshi minu-nakutenitakan tshetshi minu-nishtutakau Innuat tshi minu-nishtutamukuen, kie kuishk tshetshi uitamuanitau, pikess e imitau kie tshetshi ishi-miankanitau aimunnu nenu uinuau e ishi-aimit kie minupanit tshetshi innu-aimiakanitau, kie nanitam tshetshi aimitunanut.

Mutual Understanding and Respect Nisistatowin kaie kicerimitowin Nishtutatun kie tshitimauenimitun

- » Value and respect the traditions, culture, and traditional decision-making process of each Indigenous community we engage with.

Icperitamowin kaie kiceritamowin kitci apatak nehirowisiw otirisowinik itekera kecpin e oreritcikatek ke ici otamirotcik.

Tshetshi nikanishtakan ne innu e ishi utinak kie eshi-tshitimauenitakau utaimunau nemenu uinuau e ishi-inniutau kie kassinu tatipan ne innu-assi anitshenat tshe uitshi-atussemanit.

- » 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.

Kitci kiskeritcikaterik nehirowisiwok e ici tatakik kiskeritamowiniw aka orina wic aritcikotc kitci isparinik, kitci miro nanakatcitakaniwok.

Tshetshi utinikanit innuat utshissenitamunuau kie ne innu e ishpishipanit nenu e tshitapatakau assinu, tshetshi eka mishta-pikunikanit kie tshetshi akua tutakan e atussanut, tshetshi mini-naushunikan tan tshe ishi-atussanut.

- » 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.

Wewerita kitci miro kiskonohamakaniwitcik tan e ici pimatisitc nehirowisiw otci ka otamirotcik kaie otenowa, kirika kitci mi kiskinohamakaniwok mekwatc e otamironaniwok.

Tshetshi nikanishtakan mamu tshetshi-nishtutatshishunanut e shitshiminanut tshetshi nishtuapamakan innu nete nimashinaitsheutshuapinat mak nete uiesh e atusseiat, e nishtuapitiniuanut tshe ishi tshishkutamatunanut nete nikatisseminan kie nete nimashinaitshaitshuapinat, auenitshenat innuat, utipatshimunuau, utshissenitamunuau, utapuetatshishunuau.

- » Provide a working environment that is culturally sensitive and supportive for all employees, and free from any kind of discrimination.

Kitci mirerimonaniwok taci e ici otamironaniwok misowatc pa pitoc e icinakosinaniwok kwisk kitci icinakok.

Tshetshi minanit kupanieshit nete tshe atussetauan nenu ait e ishi-inniunanut, tshetshi kassinu katusseshit minupanikuat kie tshetshi eka auen pepeshk tutuakan.

Supporting Sustainable Communities Witcihiwewin otci otenawa Shutshiteieshkatunanut

- » 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.

Kitci wectakaniwok tapwetakosi masinahikan kaie kitci sokisitcik ka witcikapowictawakaniwitcik kinec kitci miro otamironaniwok e ici kiskeritakositcik nehirowisi otenawa.

Tshi tutakan atusseun kie uitshi-atussemitunanut e shukashinakuat atusseu, tshi tutakan, tshetshi minekash uitshi-atussemitunanut tshetshi tutakan atusseun, pikassuna e katshiteikan minu-inniun, tshakuan nikan ua ashtakan mak ne innu e ishi-inniut

- » 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.

Kitci mirakaniwitcik nehirowisiwok awacamec kitci ki otamirotatcik kitci iti kiskinohamakaniwitcik kirika kitci iti matcatatcik kekociciriw ke otci otamironaniwonik.

Tshetshi minanit innuat, innu-mashinaitsheutshuapa mak innu-assia tshetshi tshimitatau pikassun ne NMG ua tshimitat kie tshetshi kaniupitimitau e tshishkutamuanit kie e minanit atusseunu kie tshetshi tshimituatshishutau utatusseuakanau.

- » Advance education, training, and collaboration mechanisms in collaboration with Indigenous communities and organizations with a view to increasing individuals and community long-term capacity.

Kitci witcitatc miro kiskinohamasowiniw otci nehirowisiwa kaie otaticikewiniwak erikam kitci kackihotcik e tacitcik.

Tshetshi nikanipitakan kie nikanishtakan katshishkutamatunanut e uitshi-atussemanit innuat, innu-assia kie innu-mashinaitsheutshuapa tshetshi nitautshitakanit kie mishituepanitakanit innuat mak innu-assia e ishi pukutatau.

- » 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.

Wewerita kitci otamironaniwok e nanakatcitakaniwok irakonike masinahikan e ki orocowaniwok kaie kitci cikamakaniwitcik nehirowisiwok kitci nosinetatcik e mitakaniwok otamirowin.

Tshetshi tshitimauenimitun ashtakan nete a atussanut, neme ui mashinaitsheutshuap e ishi-ueushtat ne e tshitapatanikau takueikanan kie e ishi pimuteiat, tshetshi shutshiteieshkutshi innuat tshetshi uitshi-atussemikuiat.

- » 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.

Kitci minitakaniwok kekocic e isparik mekwatc e aitotcikatek nehirowisiwok otaskiwak e ki ici kiciteritakik tan e ki pe icinakonik weckatc otaskiwaw kaie ke mi icinakotakaniwok otamirowin.

Tshetshi tshitapatamat ne tshetshi tutakanikau atusseuan nete innu-assit kie tshetshi minu-tshitapatakan tan tshe itapishtakan ne innu-assu kie ne assi, kie mak tshetshi nashinitshanukue nete assit, ne tshetshi tshatapatakan nanikan tshe ishi atussanut.

- » Seek opportunities to foster the protection, promotion, and vitality of Indigenous Peoples’ cultures and history.

Kitci nanto totcikatek kitci nakatoweritcikatek, kitci miwotakaniwok kaie kitci matcitakaniwok nehirowisi otatisokan.

Tshetshi mishkakan tshe ishi nakutuenitakan assi, tan tshe ishi nishtuapatiniuanut innuat mak utipatshimunua.

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.

La vice-présidente, Communications et Stratégie ESG, acateriw kitci nanakatcitatc wewerita kitci miparinik orocowe masinahikaniw kaie ka otamirotc nehirowisiwa otci, tato pipona kitci koski oractatc.

Pitu-utshimashkueu, aimun e pitshitinikan aimun kie tshe ishi-atussanut ESG uin nenu tshitapatam tshetshi-minupaninit ashit nenu innu-ka uitshi-atussemanit, tshetshi eshikam-pupuna tshitapatakau umenu mashinaikanu.

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

Ka nikanitcik e ki ici oreritakik ni apitc 22 ka tato konakisitc nikikw pisimw 2023 ka tato piponikak.

Ushtukuan ka utamaitau 22 uinashk^u-pishum^u