



**Lynn Lake Gold Project:
Environmental Management and
Monitoring Program Introduction**

Version 0

January 30, 2025

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Acronyms and Abbreviations

AEMP	Aquatic Effects Monitoring Plan
Alamos	Alamos Gold Inc.
ARD/ML MP	Acid Rock Drainage and Metal Leaching Management and Monitoring Plan
AQMP	Air Quality Management and Monitoring Plan
BMMP	Blasting Management and Monitoring Plan
CEAA	<i>Canadian Environmental Assessment Act</i>
CEA Agency	Canadian Environmental Assessment Agency
CFP	Country Foods Plan
EEM Plan	Environmental Effects Monitoring Plan
EIS	Environmental Impact Statement
EMMP	Environmental Management and Monitoring Program
ERC	Emergency Response Coordinator
ERSPCP	Emergency Response and Spill Prevention and Contingency Plan
ERSPT	Emergency Response and Spill Prevention Team
ESCP	Erosion and Sediment Control Plan
ExMP	Explosives Management Plan
FSP	Fish Salvage Plan
GHGMP	Greenhouse Gas Management Plan
GMMP	Groundwater Management and Monitoring Plan
HCRPP	Heritage and Cultural Resources Protection Plan
IAAC	Impact Assessment Agency of Canada
LLGP	Lynn Lake Gold Project
km	kilometre

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HSE	Health, Safety, and Environment
H&S	Health and Safety
MRSA	Mine rock storage area
NVMP	Noise and Vibration Monitoring Plan
SEP	Socio-Economic Plan
SMRP	Soil Management and Rehabilitation Plan
SWMMP	Surface Water Management and Monitoring Plan
TAP	Traffic & Access Plan
TMF	Tailings Management Facility
TLRU	Traditional Land and Resource Use
VWMP	Vegetation and Weed Management Plan
WMP	Waste Management Plan
WMMP	Wildlife Monitoring and Management Plan

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1.0 INTRODUCTION

Alamos Gold Inc. (Alamos) is committed to achieving its sustainability principles and objectives. In meeting this goal, environmental management and monitoring plans have been prepared for implementation under the Environmental Management and Monitoring Program (EMMP) to address environmental protection and follow-up requirements for the Lynn Lake Gold Project (LLGP; the Project). Accountability and compliance with the EMMP will be enforced with contractors and subcontractors through incorporation of the requirements into the terms and conditions of legally binding Project contract documents. The various EMMP documents are living documents that will be reviewed annually and updated and improved based on policy and technology changes as the Project progresses.

The environmental management and monitoring plans that comprise the EMMP are described in Table 1-1, and consider the pre-construction, construction, operation, and decommissioning/closure phases of the Project to contribute to the mitigation, management, and monitoring of Project-related effects. The environmental management and monitoring plans are based on regulatory requirements and Project-specific approvals and authorizations that have been granted.

Table 1-1 Environmental Management and Monitoring Plans

Environmental Management and Monitoring Plan	Description
Acid Rock Drainage and Metal Leaching Management and Monitoring Plan (ARD/ML MP)	The ARD/ML MP guides the testing and management of materials exposed during the Project. Procedures and test methods are included in the ARD/ML MP for classifying the ARD/ML potential and geochemical characterization of the mined materials.
Air Quality Management and Monitoring Plan (AQMMP)	The AQMMP contributes to the mitigation, management, and monitoring of Project-related effects on air quality.
Aquatic Effects Monitoring Plan (AEMP)	The AEMP documents how, when, and where Alamos will monitor potential effects on fish and other aquatic biota in the lakes, rivers, and streams in the downstream receiving environment.
Blasting Management and Monitoring Plan (BMMP)	The BMMP demonstrates how Alamos will adaptively manage potential effects to fish and fish eggs due to blasting.
Country Foods Plan (CFP)	The CFP outlines the follow-up and monitoring activities that will be undertaken to verify predictions and commitments made in the Assessment of Potential Effects on Human Health and the Human Health Risk Assessment.
Emergency Response and Spill Prevention and Contingency Plan (ERSPCP)	The ERSPCP reduces the likelihood of potential emergencies, compliance issues, and spills throughout the life of the Project, and to facilitate prompt, effective, and safe response actions in the event that an emergency, compliance issue, or spill incident occurs.

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Environmental Management and Monitoring Plan	Description
Environmental Effects Monitoring Plan (EEM Plan)	The EEM Plan contributes to the monitoring of the environmental effects of the Project and serves to confirm that the requirements of federal EEM under the Metal and Diamond Mining Effluent Regulations (MDMER) for the LLGP are met. It is not the EEM Study Design, which will be prepared and submitted to Environment and Climate Change Canada within 12 months after the day on which a mine becomes subject to the MDMER (i.e., when operations begin at either of the Gordon and MacLellan sites and effluent is discharged to the receiving environment).
Erosion and Sediment Control Plan (ESCP)	The ESCP outlines environmental protection measures for terrestrial and aquatic environments to protect watercourses and wetlands from erosion and sedimentation during construction, operation, decommissioning and closure.
Explosives Management Plan (ExMP)	The ExMP provides guidance for the safe use and storage of explosives and explosive components at the Project sites.
Fish Salvage Plan (FSP)	The FSP reduces the mortality risk to fish during construction and operation of the Project.
Greenhouse Gas Management Plan (GHGMP)	The GHGMP contributes to the mitigation and management of Project-related effects on GHG emissions.
Groundwater Management and Monitoring Plan (GMMP)	The GMMP contributes to the mitigation, management, and monitoring of Project-related effects on groundwater quantity and quality.
Heritage and Cultural Resources Protection Plan (HCRPP)	The HCRPP facilitates the identification, protection, and management of heritage or cultural resources that could potentially be affected by the Project.
Noise and Vibration Monitoring Plan (NVMP)	The NVMP outlines mitigation measures and monitoring programs intended to limit the effects of noise and vibration on sensitive receptors.
Socio-Economic Plan (SEP)	The SEP contributes to the mitigation and management of Project-related effects on the socio-economic environment.
Soil Management and Rehabilitation Plan (SMRP)	The SMRP contributes to the mitigation, management, and monitoring of Project-related effects on soil quality and available soil quantity for later use in site reclamation.
Surface Water Monitoring and Management Plan (SWMMP)	The SWMMP outlines the monitoring activities for Project-related effects on surface water quantity and surface water quality of the lakes, rivers, and streams in the downstream receiving environment.
Traffic & Access Plan (TAP)	The TAP outlines the traffic and access management and control procedures for the Project.
Vegetation and Weed Management Plan (VWMP)	The VWMP manages the clearing, revegetation, wetland mitigation measures, and weed management activities on the Project sites during construction, operation, decommissioning and closure.
Waste Management Plan (WMP)	The WMP contributes to the mitigation, management, and monitoring of Project-related effects on community infrastructure and services, including local solid waste disposal services.
Wildlife Monitoring and Management Plan (WMMP)	The WMMP contributes to the mitigation, management, and monitoring of Project-related effects on wildlife habitat, mortality, and health.

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1.1 PROJECT OVERVIEW

The LLGP consists of two sites, the Gordon site and the MacLellan site, located in northwestern Manitoba. Both sites are located at historical mine sites. The Project includes the development of new mine infrastructure at the MacLellan site (MacLellan Gold Mine), including an open pit, central ore milling and processing plant, associated infrastructure, a camp, administrative offices, ore and overburden stockpiles, a mine rock storage area (MRSA), and a Tailings Management Facility (TMF). New infrastructure at the Gordon site (Gordon Gold Mine) is limited to an open pit, ore and overburden stockpiles, a MRSA, and minor supporting infrastructure for equipment storage and maintenance.

The Gordon site is located 55 kilometres (km; by vehicle) east of the town of Lynn Lake (14U 412400E 6307800N), and the MacLellan site is located 8 km (by vehicle) northeast of Lynn Lake (14U 380900E 6307500N). The distance between the Gordon and MacLellan sites is approximately 30 km (57 km by vehicle). Lynn Lake is located approximately 820 km (1,083 km by vehicle) northwest of Winnipeg.

Operational activities at both sites include conventional open pit mining with shovel and truck removal of the mine rock and ore produced during blasting. The Project includes run-of-mine ore from the Gordon Gold Mine transported via trucks to the MacLellan Gold Mine for short-term storage and initial crushing before it is used as feedstock for the adjacent ore milling and processing plant. There is no milling or tailings produced at the Gordon site.

Construction at both sites will commence in 2025 and is expected to take approximately two years to complete. Operation at the Gordon site will be undertaken for six years while operation at the MacLellan site will be undertaken for the entire life of the Project (i.e., 17 years).

Active reclamation/closure is scheduled to begin in Year 6 at the Gordon site and in Year 17 at the MacLellan site and is expected to take approximately five to six years to complete at each site. It will be followed by post-closure monitoring and years of pit filling at the Gordon and MacLellan sites, respectively.

1.2 ENVIRONMENTAL MANAGEMENT FRAMEWORK

The EMMP sets out the scope for developing and implementing environmental management, follow-up, and monitoring programs. The environmental management plans describe the various commitments to manage potential adverse effects. The goal of the EMMP is to provide defined action plans and emergency response procedures related to human and environmental health and safety and to provide information to guide any necessary measures and controls to reduce the potential for adverse environmental effects. The EMMP has the following objectives:

- To consolidate and facilitate the implementation of environmental management requirements and other commitments.
- To verify the accuracy of the effects assessment.
- To determine the effectiveness of measures implemented to mitigate the adverse effects of the Project.
- To monitor compliance with regulatory approvals, permits and authorizations.

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The EMMP and constituent plans demonstrate Alamos’ commitment to an appropriate process of environmental protection and management of adverse effects through effective implementation of mitigation measures.

1.3 ROLES AND RESPONSIBILITIES

All persons working for or on behalf of Alamos, including employees and contractors, have a role in the successful implementation and maintenance of the environmental management and monitoring plans. Table 1-2 outlines the roles and responsibilities for this Plan’s activities. A graphical representation is provided as Figure 1-1.

Table 1-2 Roles and Responsibilities

Role	Preparation Measures/Responsibilities
Project Manager	<ul style="list-style-type: none"> • Oversees all aspects of Project construction, operation, and decommissioning/closure on behalf of Alamos, including implementation of the environmental management and monitoring plans. • Ensures that the Contractor Representative, Site Supervisor(s), and Project employees aware of their responsibilities in the event of an emergency, with support from the Health, Safety, and Environment (HSE) Manager. • Delegates authority to those on the scene and relaying pertinent information as required when notified of an emergency or spill incident. • Assists the Emergency Response Coordinator (ERC) in coordinating response groups’ efforts to: evacuate the mine, processing plant, administration/shop building or worker camp; account for the location of all employees; evaluating the situation to determine how it should be best handled; coordinating with the ERC to gather the Emergency Response and Spill Prevention Team (ERSPT); and assigning appropriate tasks as needed. • Communicates with government and non-government agencies, media, and the general public as required in the event of an emergency or spill incident or providing updates to Alamos senior management to facilitating appropriate corporate communications.
Mine Manager/ Chief Mine Engineer	<ul style="list-style-type: none"> • Reports to the Project Manager. • Understands the objectives of the environmental management and monitoring plans, including the ARD/ML MP. • Maintains records of source location, deposition location, and characteristics of PAG mine rock. • Works with the Environmental Monitor and Contractor, ensures only NPAG mine rock is used for construction. • Communicates plan for managing mine rock to site personnel. • Verifies that site personnel involved in blasting and excavation are trained in implementation of the ARD/ML MP.

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Role	Preparation Measures/Responsibilities
<p>Contractor</p> <ul style="list-style-type: none"> • Contractor Representative • Site Supervisor(s) 	<ul style="list-style-type: none"> • Executes Project activities under the direction of the Project Manager and in accordance with the Project contract, which will include provisions to enforce accountability and compliance with the environmental management and monitoring plans. • Provides construction and operation staff, equipment, and materials for spill control measures and/or spill clean-up as directed by the ERC. • Responsible for procuring/manufacturing, transporting, storing, managing, and detonating explosives following regulatory guidelines. • Submits regular reports (timed to suit Project requirements) to the Health, Safety and Environment (HSE) Manager and Environmental Monitor regarding the quantities of explosive materials and mixed explosives on the site. • Maintains communications with site security regarding the timing of transporting explosive materials to the sites. • Implements best management practices for the containment of explosive material, including spilled material and associated clean-up. • Maintains required licences and permits on-site. • The Contractor’s team includes a Contractor Representative and Site Supervisor(s). • Contractor Representative: <ul style="list-style-type: none"> – Reports to the Project Manager and manages the work of Contractor and subcontractor personnel. – Reviews relevant SMRP commitments prior to the commencement of applicable Project activities and will direct the Site Supervisor(s) to oversee their implementation. • Site Supervisor(s): <ul style="list-style-type: none"> – Reports to the Contractor Representative. – Each crew of Contractor personnel (e.g., earthworks, concrete works, mechanical works, electrical works) and each subcontractor is headed by a Site Supervisor, who manages the work of foremen, skilled construction workers, and other tradespeople and labourers in accordance with the requirements of the environmental management and monitoring plans. – Oversees implementation of applicable environmental management and monitoring plans requirements with support from the HSE Manager. – Responsible for blasting operations, including: <ul style="list-style-type: none"> ▪ Coordinates the delivery of explosives to the open pits to meet mine plan and operating requirements. ▪ Clears and cordons off the blast areas at all access points. ▪ Implements notification procedures for Alamos staff and Contractors. These procedures will be established prior to blast events, and protocols will be put in place for countdown to the event and local notifications at access points to the blast areas. A notification of “all clear” will be provided to site employees after the blast event and any access barriers put in place will be removed. ▪ Stops work and securing the blast area in the event of an inadvertent explosive discharge and subsequently implement procedures outlined in the ERSPCP. ▪ Maintains and performs weekly inspections of the explosive magazine/storage area. ▪ Reports to the HSE Manager the quantity and condition of explosives, and the overall condition of the magazine/explosives storage area.

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Role	Preparation Measures/Responsibilities
Health, Safety, and Environment (HSE) Manager	<ul style="list-style-type: none"> • Reports to the Project Manager. • Assists the Contractor Representative and Site Supervisor(s) in managing the environmental and occupational health and safety aspects of the Project contract, including requirements under the environmental management and monitoring plans and associated applicable environmental regulatory requirements; terms and conditions of environmental permits and approvals; and Alamos' environmental policies, procedures, and specifications. • Communicates HSE-related requirements and provides EMMP-related training to Contractor and subcontractor personnel, including training specific to the environmental management and monitoring plans. • Reviews the results of environmental inspections, environmental monitoring, and compliance monitoring activities completed by the Environmental Monitor; evaluating the effectiveness of mitigation measures and management procedures; and identifying the need for adaptive management, if applicable. • Reviews relevant information related to the environmental management and monitoring plans prior to the commencement of applicable Project activities. • Facilitates collaboration with appropriate government agencies/personnel that may be required to support aspects of the Project related to the environmental management and monitoring plans. • Provides advice and guidance to the Contractor Representative on major decisions and/or courses of action pertaining to the environmental management and monitoring plans. • Provides the necessary equipment and materials (e.g., receptacles, signage, labels) to safely handle, store, transport, and dispose of waste materials. • Reviews supplier environmental information and identifying opportunities for waste reduction. • Schedules the regular collection of waste materials to be safely transported off-site for final disposal. • Arranges for the repair or replacement of waste receptacles as needed. • With support from the Project Manager, the HSE Manager is responsible for securing hazardous waste storage areas and limiting access to authorized personnel only. • Obtains and maintains any permits, regulatory approvals, and documentation required for the activities under the environmental management and monitoring plans, with support from the Environmental Monitor, and providing copies as required to the Project Manager. • In the event of an inadvertent explosive discharge at one of the Gordon or MacLellan sites, the HSE Manager plays an active role in the associated investigation and reporting, including regulatory notification.

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Role	Preparation Measures/Responsibilities
Environmental Monitor(s)	<ul style="list-style-type: none"> • Reports to the HSE Manager and works closely with the Qualified Professional and Health and Safety (H&S) Coordinator. • Conducts environmental inspections, environmental monitoring, and compliance monitoring, and confirming the proper implementation of mitigation measures and management procedures. May be supported by one or more Environmental Technicians (to whom specific inspection/monitoring tasks may be delegated) if necessary. • Identifies, tracks, and maintains records related to compliance with EMMP obligations, and providing copies as required to the HSE Manager and Project Manager. • Onsite during work in environmentally sensitive areas and oversees implementation of mitigation measures related to clearing and construction activities in these areas. • Reports relevant findings (e.g., wildlife incidents) to the HSE Manager. • Conducts routine monitoring/inspection of spill prevention equipment and facilities and documenting the effectiveness of mitigation measures. • Identifies spill hazards and implementing appropriate mitigation measures. • Prepares, collects, organizes, and disseminates relevant information and documentation that arises during Project activities, including: <ul style="list-style-type: none"> – Daily internal environmental reports for submission to the HSE Manager and Contractor Representative. – Environmental and compliance monitoring reports for submission to regulatory authorities. – Communications to stakeholders and potentially affected Indigenous Nations regarding environmental and compliance monitoring results. • In the event of an inadvertent explosive discharge at one of the Project sites, the Environmental Monitor may assist the HSE Manager as necessary with the associated investigation and reporting, including regulatory notification. • Responsible for executing the environmental management and monitoring plans. • Manages and conducts quality assurance/ quality control and reporting geochemical data. • Verifies that Environmental Technicians are properly trained to implement the environmental management and monitoring plans. • Updates the environmental management and monitoring plans as needed.
Environmental Technician(s)	<ul style="list-style-type: none"> • Reports to the Environmental Monitor. • Understands the objective of the environmental management and monitoring plans under direction of the Environmental Monitor. • Responsible for collecting samples in support of the environmental management and monitoring plans, recording pertinent data, and submitting samples to the laboratory.
Indigenous Engagement Manager	<ul style="list-style-type: none"> • Reports to the HSE Manager. • Contacts Indigenous Nation representative(s) as necessary, as determined by the HSE Manager, and in accordance with applicable communication protocols. • Maintains a list of potentially affected Indigenous Nations and their contact information. • Arranges for the appropriate Indigenous Field Assistant to attend.

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Role	Preparation Measures/Responsibilities
<p>Qualified Professional (e.g., Biologist, Fisheries Biologist, Agrologist, Archaeologist)</p>	<ul style="list-style-type: none"> • Reports to the HSE Manager and works closely with the Environmental Monitor and the Indigenous Monitor/ Field Assistant. • Responsible for monitoring study design, monitoring, data collection, analysis, reporting, and assessment of mitigation measure effectiveness. • Additional responsibilities include but are not limited to: <ul style="list-style-type: none"> – Proper implementation of mitigation measures and management procedures. – Addressing public concerns and complaints related to the environmental management and monitoring plans. – Advising on corrective actions as required. – Developing training for the field crew(s) to identify potential chance finds. – Being on-site during soil handling activities to monitor/document the movement of excavated material and provide guidance on placement activities and/or temporary stockpiling, as required. – Collaborating with the Project Manager and applicable Site Supervisor(s) to delineate areas of disturbance for construction activities. – Undertaking any preconstruction surveys. – Undertaking any seed/propagule harvesting if required. – Continuing remote camera studies and report changes beyond the expected parameters to environmental staff and/or mine site/construction management. – Being the archaeological permit holder and primary responder to address archaeological concerns. – Communicating with the Historic Resources Branch (HRB) of Manitoba Sport, Culture and Heritage. – Arranging and conducting archaeological investigations as necessary and maintains records of archaeological/cultural heritage resources that may be affected by Project development.
<p>Qualified Crew Lead</p>	<ul style="list-style-type: none"> • Reports to the appropriate Qualified Professional(s) and will work closely with the Indigenous Field Assistant(s). • Implements the environmental management and monitoring plans and the health and safety plan. • Responsible for the accuracy of data collected for implementation of mitigation measures. • Communicates with the appropriate Qualified Professional(s) on progress during implementation of the environmental management and monitoring plans and for communicating tasks, plan changes, and daily responsibilities to the field crew.
<p>Indigenous Monitor/ Field Assistant(s)</p>	<ul style="list-style-type: none"> • Reports to the Qualified Professional or Qualified Crew Lead and works closely with the Environmental Monitor and Environmental Technicians. • Conducts specialized monitoring during work that has potential to adversely affect areas, species, or features of importance to Indigenous Nations (as identified during engagement with Indigenous Nations regarding design and implementation of the environmental management and monitoring plans). • Maintains situational awareness regarding conduct during implementation of the environmental management and monitoring plans and follow obligations laid out in the environmental management and monitoring plans and health and safety plan. • May be supported by one or more Environmental Technicians (to whom specific inspection/monitoring tasks may be delegated) if necessary.

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Role	Preparation Measures/Responsibilities
H&S Coordinator	<ul style="list-style-type: none"> • Reports to the HSE Manager and works closely with the Environmental Monitor. • In the event of an emergency or spill situation, the H&S Coordinator liaises with the Project Manager, HSE Manager, the ERSPT, and other relevant personnel to coordinate assistance from outside organizations if required and disseminate information and warnings as required. • The H&S Coordinator must be contactable by radio, page phone or telephone during and outside of office hours.
Emergency Response Coordinator (ERC)	<ul style="list-style-type: none"> • Reports to the H&S Coordinator. • Responds to emergencies, including spills. The ERC will be the senior employee in charge at the scene of the emergency or spill event; responsible for providing direction to others present to secure the area. • Works with other personnel as appropriate from the site team to determine a plan of action to limit endangerment to life and facilities. • Makes the final decisions concerning company response at the emergency/spill site and being in full control of emergency/spill response operations and resources at the site.
Security Supervisor/ Staff	<ul style="list-style-type: none"> • Provides assistance to the ERC during an emergency/spill and is the primary contact for site personnel. • Supervises all first aid and site security; dispatching first aid to the accident scene; coordinating the use of outside emergency vehicles (i.e., air ambulance, ambulance, fire) or other equipment, as required; and informing site security personnel of restrictions on property access. • Controls access to the site and/or spill location. They are further responsible for notifying additional personnel as required or when requested.
Project First Responder and Medic First Aider	<ul style="list-style-type: none"> • The Project First Responder refers to the first Project employee to encounter an accident or malfunction situation. • The Project First Responder is responsible for notifying the ERC regarding the discovery of an emergency situation and calling the Medic First Aider, if necessary. • The Medic First Aider attends an incident where it has been determined that an injury requires medical attention. • The Medic First Aider provides medical assistance to injured parties to the level of their first aid training.
Emergency Response and Spill Prevention Team (ERSPT)	<ul style="list-style-type: none"> • Consists of site personnel appropriately trained in immediate and effective response to emergency situations and spill response. • Carries out response and fire-fighting operations as required. • Led by a Team Lead (the most senior management person on the site at the time of incident or spill) and functions as such until relieved by the ERC.

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Role	Preparation Measures/Responsibilities
<p>Contractor Personnel, Subcontractor Personnel, and Other Project Employees including Emergency Personnel</p>	<ul style="list-style-type: none"> • Maintains situational awareness regarding conduct during implementation of the environmental management and monitoring plans and follow obligations laid out in the environmental management and monitoring plans and health and safety plan. • Follow obligations laid out in the EMMP regarding mitigation, management, monitoring, and reporting requirements, as applicable. • Immediately reports suspected historical, archaeological and/or cultural heritage resources to the HSE Manager. • Verify that visitors report to the Project Manager and are accounted for. • Perform waste disposal activities required under the WMP, including completion of required training on proper waste disposal practices. • Maintain equipment, materials, receptacles, and documentation as required under the WMP and provide copies of documentation to the Environmental Monitor. • Perform regular inventories of waste and supply quantities and report quantities to the Environmental Monitor. • Monitor the condition and capacity of waste receptacles and report issues or concerns to the HSE Manager. • Provide input to the HSE Manager on the continual improvement of the WMP, including any issues, concerns, and areas for improvement. • Are familiar with emergency response procedures in the event of an inadvertent explosive incident. Ceases work in the affected area immediately, after ensuring one's safety and safety of others. The inadvertent explosive discharge should then be reported according to the procedures outlined in the ERSPCP. • An individual's specific roles and responsibilities may differ depending on the type of emergency or spill situation. The general responsibilities for employees and contractors to follow, in the case of an emergency or spill, are as follows: • Stop work immediately and shutdown equipment if safe to do so. <ul style="list-style-type: none"> – Stay calm and follow directions of the ERC. – Keep away from danger, especially during fires or chemical emergencies. – If responsible for shutdown procedures, perform them accordingly at the request of the ERC. – If responders are already at the scene of an emergency, do not go to the scene to watch or offer assistance unless called to the scene by the ERC or ERSPT. – In the event that evacuation is necessary (as indicated by an alarm sounding or verbal communication), calmly go to a designated assembly point and remain there until the ERC informs everyone it is safe to return to the area. • In the event of an emergency incident, Emergency Personnel (e.g., on-site fire, medical) will assist with cordoning off the affected blast area, in the event of an emergency incident. They are to respond to emergencies as requested by authorized site personnel according to the procedures outlined in the ERSPCP.

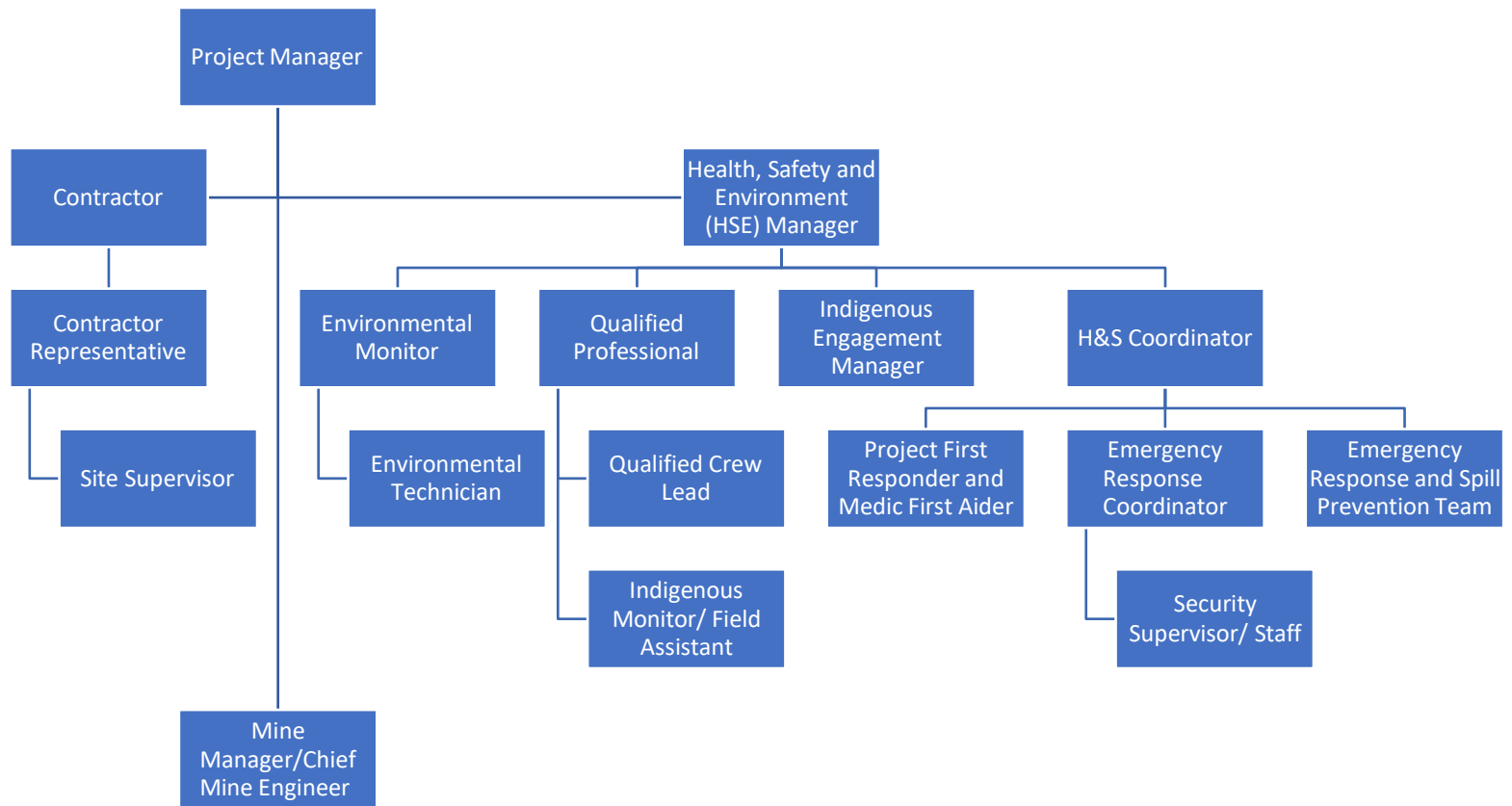


Figure 1-1: Graphical Representation of Reporting Structure

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2.0 APPROACH TO PLAN DEVELOPMENT

2.1 ENGAGEMENT AND CONSIDERATION OF INDIGENOUS KNOWLEDGE

Engagement for the Project has been an ongoing process that will continue with directly impacted Indigenous Nations, government agencies, the public, and stakeholders for the life of the Project. As stated in the Environmental Impact Statement (EIS), the Impact Assessment Agency of Canada (IAAC) identified the following Indigenous Nations as expected to be most affected by the Project (Canadian Environmental Assessment Agency (CEA Agency) 2017):

- Marcel Colomb First Nation
- Mathias Colomb Cree Nation (including the Granville Lake community, which is a reserve under the governance of Mathias Colomb Cree Nation and represents the same community as Pickerel Narrows Cree Nation – see below)
- Nisichawayasihk Cree Nation
- O-Pipon-Na-Piwin Cree Nation
- Manitoba Métis Federation
- Peter Ballantyne Cree Nation
- Barren Lands First Nation

In addition, the following five Indigenous Nations were identified by IAAC as Nations that may also be affected by the Project, but to a lesser degree:

- Métis Nation – Saskatchewan Eastern Region 1
- Métis Nation – Saskatchewan Northern Region 1
- Hatchet Lake First Nation
- Northlands Denesuline First Nation
- Sayisi Dene First Nation

Since the EIS was filed in May 2020, IAAC has modified the list of Indigenous Nations potentially most affected by the Project by adding Chemawawin Cree Nation to the list and by re-categorizing Sayisi Dene First Nation from its original categorization as an Indigenous Nation that may be affected by the Project, but to a lesser degree.

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Traditional Land and Resource Use (TLRU) studies were completed by the Marcel Colomb First Nation, Manitoba Métis Federation, Mathias Colomb Cree Nation, Peter Ballantyne Cree Nation, and Sayisi Dene First Nation. The Marcel Colomb First Nation and Manitoba Métis Federation TLRU studies were completed prior to filing of the EIS and were considered in the assessment of Project effects. The Peter Ballantyne Cree Nation and Sayisi Dene First Nation TLRU studies were completed after the filing of the EIS and were reviewed separately against the results of the EIS (Information Request IAAC-R2-57).

Engagement and regulatory review of the EIS led to information requests from various regulatory bodies, Indigenous Nations, and stakeholders. As a result, Alamos has made additional commitments that have been incorporated into the environmental management and monitoring plans.

Alamos invited and has set up an Environmental Advisory Committee for the LLGP which will meet regularly and discuss the Project as it progresses. This will include discussions regarding this EMMP and its component plans. The Environmental Advisory Committee will also provide advice and facilitate the participation of interested Indigenous Nations in environmental aspects of ongoing Project activities, including development and implementation of the follow-up and monitoring plans and the Closure Plan, as well as selection of monitoring locations.

Alamos will continue to work with Indigenous Nations and stakeholders, including local and regional government agencies, in the design and implementation of the environmental management and monitoring plans and evaluation of follow-up results and subsequent updates to the program.

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3.0 COMMUNICATION

Alamos is committed to open and transparent engagement throughout the Project's life. Opportunities will be provided to discuss interests and resolve issues related to the Project. Alamos will maintain ongoing communication with Indigenous Nations, stakeholders, provincial regulators, including other provincial and federal departments, as necessary regarding implementation of the Project's EMMP through construction and operation, and into decommissioning/closure. As results become available from the follow-up and monitoring program, they will be shared with Indigenous Nations, stakeholders, and regulators in a fashion, frequency, and format determined to be appropriate to the applicable audience. The reporting will be used to inform the adaptive management framework.

A communication mechanism for providing data will be established to distribute information and accept inquiries from Indigenous Nations, the public, and stakeholders. Alamos maintains a local office/presence in Lynn Lake that facilitates ongoing communications with members of the local community, stakeholders, and interested government officials (on an as needed basis). Alamos will maintain an office at the mine site and will consider maintaining a smaller office in Lynn Lake during Project operation to further facilitate communication. Any project feedback can be submitted according to LLGP's Feedback Protocol as posted on the LLGP's website: <https://lynnlake.alamosgold.com/>.

3.1 INDIGENOUS, REGULATOR, AND STAKEHOLDER COMMUNICATION

Alamos will engage with Indigenous Nations regarding the design and implementation of Project follow-up and monitoring programs, including evaluation of program results and subsequent updates to the program. Alamos will discuss planned monitoring activities with directly affected Indigenous Nations and provide opportunities for Indigenous Nations to participate in these follow-up and monitoring programs.

With Project approval, Alamos has established a process for ongoing engagement of Indigenous Nations during Project construction and operation composed of two separate but complimentary initiatives:

- An Environmental Advisory Committee
- A virtual Information and Opportunity Portal

Together, these initiatives serve to provide opportunities for interested Indigenous Nations to participate in the Project and receive information about Project planning, environmental management, mitigation and monitoring, employment, training, and contracting opportunities.

As previously noted, Alamos invited Indigenous Nations engaged on the Project to participate in an Environmental Advisory Committee. The Environmental Advisory Committee meets regularly and is a forum to share Project information, obtain Indigenous input and feedback, establish communications and reporting protocols, discuss access management, and provide opportunities for Indigenous Nations to share additional information about TLRU and the exercise of Indigenous rights in relation to the Project.

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Communication
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The roles and responsibilities for the Environmental Advisory Committee include the following:

- Alamos is represented by the Manager, Environment & Community Relations
- Participating Indigenous Nations nominated individuals to represent their interests.
- Alamos is responsible for convening meetings and developing meeting agendas with input from participating Indigenous Nations.
- Topics to be covered may include:
 - Mitigation and monitoring.
 - Reporting and distribution of Project related environmental related information.
 - Avoidance or buffering of sensitive sites.
 - Access management.
 - Project related traffic.
 - Local infrastructure and services.
- Frequency of meetings is being determined by consensus of participants; it is expected to be not less than once per year.
- Meetings may be virtual pending travel constraints.
- The Environmental Advisory Committee will strive for respectful and inclusive dialogue aimed at creative problem-solving.
- Alamos will produce an annual report on the Environmental Advisory Committee proceedings to be distributed to all participating Indigenous Nations.
- Individual Indigenous Nation representatives are expected to report back to their leadership on the results of Environmental Advisory Committee activities.
- Environmental Advisory Committee proceedings will respect Indigenous protocols.
- One meeting per year will be open to the public and a summary of the meeting will be submitted to the Director of the Environmental Approvals Branch.

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Plan Update Schedule
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4.0 PLAN UPDATE SCHEDULE

Alamos is committed to the continual improvement of its environmental management and performance. As part of the Adaptive Management Framework, the EMMP and its constituent plans will be assessed regularly to verify implementation and the continued suitability, adequacy and effectiveness. The review will identify elements of the EMMP and associated plans in need of revision and evaluate performance against established performance objectives.

The objectives of a review are to:

- Maintain compliance with regulatory requirements.
- Identify opportunities for improvement in the management plan.
- Incorporate community considerations.

The review will include:

- The EMMP and constituent plans.
- Legislation, approvals, environmental compliance approval changes.
- Community complaints, enquiries and corrective actions.
- Community and regulatory liaison and feedback.