

DATE OF INITIAL ISSUANCE		REVIEW DATE	
APPROVED BY	Pierre-Philippe Dupont, VP Sustainability	VERSION NUMBER	V1

COMMUNITY CONTRIBUTIONS GUIDELINES

1. GOAL

Canada Nickel Company Inc. (hereafter Canada Nickel or the Company) is committed to playing a positive role in the region, supported by the development of the Crawford Nickel Project. By providing both short term and legacy donations, Canada Nickel hopes to contribute to the continuous improvement of the communities in which we work.

Canada Nickel’s Community Contributions Guidelines for the Crawford Nickel Project were developed under advisement from the Community Contributions and Local Procurement Committee, comprised of social, economic, and municipal representatives from Cochrane, Iroquois Falls, Smooth Rock Falls, and Timmins.

2. EXCLUSIONS

Contributions will not be made to Programs or organizations that:

- Are related to a lobby group, a religious group, a political party, or a candidate belonging to a political party;
- Are submitted by an individual for personal or profit purposes;
- Do not respect the values, or may compromise the image of, Canada Nickel;
- Are submitted by an organization that has a mission or financial situation that may be concerning; and/or
- Are submitted without respecting the established Community Contributions Guidelines and expected requirements.

***Of note, programs supported by an Indigenous community or communities will follow a distinct process from these Guidelines. Such groups/programs are encouraged to contact Canada Nickel directly regarding requests for contributions, or to speak with a representative from their community regarding outreach to Canada Nickel. Organizations/Programs not directly affiliated with a community are asked to follow the application guidelines.*

3. REVIEW

For the first two (2) years following the initial issuance of the Guidelines, the Guidelines will undergo review with the Community Contributions and Local Procurement Committee twice a year, or as needed, to verify their relevance and address challenges, concerns, or suggestions raised in the period since the previous review. Following this early period of the Guidelines’ issuance, the Guidelines will be reviewed annually.

In the event that the Community Contributions and Local Procurement Committee is dissolved, the Guidelines will be reviewed by Canada Nickel's own leadership as relevant in alignment with the previously outlined review schedule.

4. KEY DEFINITIONS

Contributions are considered either **donations** or **sponsorships** given at the discretion of the Company. These Guidelines and associated application programs apply to both donations and sponsorships, referred to under the umbrella term "Contributions".

- **Donations** are monetary or material contributions provided for charitable actions or purposes.
- **Sponsorships** are monetary or material contributions that are beneficial to both the Company and to the applicant

Program(s) under these Guidelines refers to any project, event, program, team, etc. for which an application is submitted for contribution consideration.

For the purposes of contributions, a **Local** organization or Program is defined as being based from or occurring within those communities identified as being most directly affected by the Crawford Project (Iroquois Falls, Cochrane, Smooth Rock Falls, and Timmins). Consideration may be given to contribution opportunities within the greater Cochrane District at the Committee's discretion so long as they continue to align with the values and objectives of the Committee and the Guidelines.

5. CONFLICT OF INTEREST

A member of Canada Nickel's assessment committee has a real or perceived conflict of interest when the committee member, or their relatives, close associates or personal friends, have a financial or other interest in the outcome of a Program application. In the event that a conflict of interest exists, the member of the committee will be asked to step down from the committee for the associated assessment period.

SHORT TERM CONTRIBUTIONS GUIDELINES

6. Short Term Applications

Short Term Contributions applications are suitable for those Programs with budgets under five-thousand dollars Canadian (\leq CAD\$5,000) and completion timelines of under one (1) year. Programs with budgets exceeding the limit may be given consideration on a case-by-case basis, subject to Canada Nickel's discretion. Available amounts are subject to change per Canada Nickel's discretion.

Canada Nickel is looking for Programs which address local or regional economic, social, education, environmental, or health/wellbeing challenges by applying ideas and solutions derived from equitable, innovative, responsible, and sustainable mindsets.

The application form for Short Term Contributions can be found at the end of these Guidelines, or at www.canadanickel.com/sustainability.

6.1 APPLICATION SCHEDULE

Completed applications must be submitted to Canada Nickel Company by the relevant deadline outlined for the following Program Periods, wherein a Program Period is (1) the date(s) at which an event requiring funding is to take place, or (2) the date the project requiring funding is to be initiated.

Deadline for Application Submission	Program Period
November 30	January 1 to March 31
February 28	April 1 to June 30
May 31	July 1 to September 30
August 31	October 1 to December 31

For example, an organization requesting funding for an event taking place on September 15th must submit an application no later than May 31st of the same year, but may submit the application at any time prior to that deadline. After the May 31st deadline, the application will have to be resubmitted to be considered for the following Program Period (October 1 to December 31).

While the same applicant may submit multiple applications throughout the year, a specific Program which has been successful in receiving contributions from Canada Nickel will not be considered for additional funding within the same year (*ex. If Program A receives funding from Canada Nickel during the January 1 to March 31 Program Period, another application for Program A for the July 1 to September 30 will be removed from consideration*). A Program application must request all required funding for that year.

6.2 ASSESSMENT PROCESS

6.2.1 Assessments based on merit

Each request for contributions will be reviewed to determine the quality, relevance, and expected outcomes/benefits of the proposed Program. Applications will be reviewed in accordance with an evaluation matrix and specific eligibility criteria. In assessing proposals, Canada Nickel may contact applicants for further information regarding their request.

The application and assessment process has been validated by the Community Contributions and Procurement Committee.

6.2.2 Screening Criteria

To proceed to full assessment within the relevant Program Period, all proposals submitted to Canada Nickel must meet the following screening criteria:

- (1) Requests must be valued under five-thousand dollars Canadian (\leq CAD\$5,000).
- (2) Applications must be submitted prior to the deadline of the relevant Program Period.

- (3) Applications must be complete and accurate.
- (4) Applicants or Program must meet the definition of Local. Consideration may be given to exceptional Programs that fail to meet the definition, but are within the Cochrane District.

6.2.3 Assessment Criteria

General Quality and Competencies

- (1) Overall quality of the application
- (2) Novelty of issue(s) being examined, or solution(s) being proposed
- (3) Relevant partnerships and collaborators (preference will be given to non-profit organizations, or applicants with non-profit partners, though this is not a requirement of application)
- (4) Demonstrated effort to obtain funding and support from a variety of sources. Applicants are required to disclose all sources of funding for a proposed Program when applying. *Canada Nickel reserves the right to disqualify applications in the event that other funding partners for the Program do not respect the values, or may compromise the image of, Canada Nickel, or have a mission or financial situation that may be of concern to the Company.*
- (5) Applicant's alignment with the Guideline's definition of a **Local** organization or Program
- (6) Realistic budget
- (7) Sound work plan
- (8) Manageable timeliness

Expected Benefits and Outcomes

- (1) Extent of the Program's positive impact (benefits to multiple communities and/or populations, volume of individuals potentially impacted)
- (2) Vulnerable populations potentially benefiting from the Program
- (3) Ability to meet or support urgent needs within the community
- (4) Alignment to the objectives of equity, sustainability, responsibility, and innovation.

6.3 INSTANCES OF NON-COMPLIANCE

Successful applicants will be asked to provide Canada Nickel with a post-Program report explaining how the provided funding was used, total funding achieved versus final Program spend, and Program outcomes. This report must be provided to Canada Nickel within sixty (60) days of the Program's completion.

By accepting a contribution, the recipient agrees to carry out the funded Program and to be accountable for the amounts received. A recipient cannot make material changes to the scope of a Program – for example, significantly changing or dropping Program deliverables, redirecting Program efforts towards significantly altered objectives, causes, or populations, or execution of the Program in such a way as to find details of the application dishonest or misrepresentative. In instances of non-compliance with these expectations, or failure to provide Canada Nickel with a post-Program report, the recipient will return the funded amount in full to Canada Nickel Company.

Canada Nickel may choose not to assess or fund Programs from applicants who, as past funding recipients, have been found non-compliant and failed to return distributed contributions amounts to Canada Nickel in full.

LEGACY CONTRIBUTIONS GUIDELINES

7. LEGACY CONTRIBUTIONS

Legacy Contributions applications are suitable to those Programs with requests greater than five-thousand Canadian dollars (\geq CAD\$5,000) whose impacts, duration, or completion may extend multiple years, and which have significant implications relating to realized benefit or outcome.

Canada Nickel is looking for Programs that relate directly to existing or potential challenges within a community or the region that may be triggered or amplified by development of the Crawford Project, including (listed in no particular order):

- (1) Healthcare
- (2) Education
- (3) Social
- (4) Environment

The application form for Legacy Contributions can be found at the end of these Guidelines, or at www.canadanickel.com/sustainability.

7.1 APPLICATION SCHEDULE

Legacy Contribution applications must be received prior to June 30TH of the calendar year before the funding will be required.

For example, a Program beginning February 2025 would have to submit an application before June 30TH, 2024.

For multi-year Programs, particularly those Programs requiring specific allocations of funding guaranteed for each year of the Program, the full funding amount must be requested in the application alongside an approximate payment schedule. Justification must be made within the Program budget as to the breakdown of funds. The amount required each year of the Program does not have to be equal.

For example, a Program requiring a guarantee of funding of \$7,000 per year over a 3-year period must request the full funding amount of \$21,000 over a 3-year period, with a schedule indicating the operating year of the program (such as April 1, 2024 to March 31, 2025 in which the next period of the \$7,000 budget begins April 1 each year).

7.2 ASSESSMENT PROCESS

7.2.1 Assessment based on merit

Each request for contributions will be reviewed to determine the quality, relevance, and expected outcomes/benefits of the proposed Program. Applications will be reviewed in accordance with specific assessment and eligibility criteria, and alignment to designated Legacy topics and objectives.

In assessing proposals, Canada Nickel may contact applicants for further information regarding their request.

Finalists from the initial round of applications will advance to a second round of evaluation involving presentations to Canada Nickel's assessment team.

The application and assessment process has been validated by the Community Contributions and Procurement Committee. Applications will be reviewed with the Committee after the submission deadline(s) and before a final decision is made.

7.2.2 Screening Criteria

To proceed to full assessment, all proposals submitted to us must meet the following screening criteria:

- (1) Programs must fall under at least one of the indicated topics (Healthcare, Education, Social, and/or Environment).
- (2) Applications must be submitted prior to the deadline of the first call for proposals. Additional applications may be accepted in the event that a second call for proposals is initiated.
- (3) Applications must be complete and accurate.

Assessment Criteria

General Quality and Competencies

- (1) Overall quality of the application
- (2) Novelty of issue(s) being examined, or solution(s) being proposed
- (3) Relevant partnerships and collaborators (preference will be given to non-profit organizations, or applicants with non-profit partners, though this is not a requirement of application)
- (4) Demonstrated effort to obtain funding and support from a variety of sources. Applicants are required to disclose all sources of funding for a proposed Program when applying. *Canada Nickel reserves the right to disqualify applications in the event that other funding partners for the Program do not respect the values, or may compromise the image of, Canada Nickel, or have a mission or financial situation that may be of concern to the Company.*
- (5) Applicant's alignment with the Guideline's definition of a **Local** organization or Program
- (6) Realistic and detailed budget
Please refer to the Budget Template excel file for further guidance on funding breakdown.
- (7) Sound work plan and detailed methodology, including a process description of the means by which results will be pursued
- (8) Manageable timelines

Expected Benefits and Outcomes

- (1) Extent of the Program's positive impact (benefits to multiple communities and/or populations, volume of individuals potentially impacted)
- (2) Vulnerable populations potentially benefiting from the Program
- (3) Ability to meet or support urgent needs within the community, particularly long term challenges with complex implications or root causes
- (4) Alignment to one or more of the following topics: healthcare, education, social, environment
- (5) Relevance or applicability to specific issues that may be triggered or amplified by the Crawford Project's development and operation

7.3 EXPENSES ELIGIBLE FOR FUNDING

Funds may be used only for expenses relating directly to the activities of the Program. These activities must be reflected either in the original budgetary submission, or via subsequent approved budgetary adjustments. Eligible expenses would include:

- (1) Salary and benefits for members of the Program team, whose time is predominantly (>60%) dedicated to the Program
- (2) Administrative costs (up to no more than 15% of the total Program budget)
- (3) Contract costs for expertise not available in-house or work that cannot be performed in-house
- (4) Other approved costs including travel, training, materials and supplies, and communications

Purchase of buildings, land, vehicles, and other major capital costs may be eligible for funding so long as they are deemed integral to the completion of the Program, and will be used exclusively for purposes relating to the Program.

Funding requested from Canada Nickel to support the Program cannot exceed a designated percent of the total Program budget. For Programs with budgets less than thirty-thousand Canadian dollars (\leq CAD\$30,000), Canada Nickel can contribute up to 75% of the total Program budget. For Programs with budgets greater than thirty-thousand Canadian dollars (\geq CAD\$30,000), Canada Nickel can contribute up to 50% of the total Program budget. Available amounts are subject to change at Canada Nickel's discretion.

7.4 INSTANCES OF NON-COMPLIANCE

Applicants will be asked to propose a mechanism for reporting Program expenditures and progress towards milestones/deliverables, including a final Program report upon completion. This reporting structure will be agreed upon by both Canada Nickel and successful applicants prior to funding distribution.

By accepting a contribution, the recipient agrees to carry out the funded Program and to be accountable for the amounts received. A recipient cannot make material changes to the scope of a Program – for example, significantly changing or dropping Program deliverables, redirecting Program efforts towards significantly altered objectives, causes, or populations, or execution of the

Program in such a way as to find details of the application dishonest or misrepresentative – without first reporting these changes to Canada Nickel.

Any material changes to Program scope, including but not limited to those listed above, must be reported to Canada Nickel at the earliest possible opportunity so that an evaluation of ongoing alignment to Guideline assessment criteria, values, and objectives can be made. In instances of non-compliance with these expectations, where it is determined that the Program is no longer eligible for the funding as it was originally allocated, or failure to meet agreed upon reporting expectations, the recipient will return the funded amount in full to Canada Nickel Company.

Canada Nickel may choose not to assess or fund Programs from applicants who, as past funding recipients, have been found non-compliant and failed to return distributed contributions amounts to Canada Nickel in full.