Teck

**PURPOSE
IN ACTION**

**2022
SUSTAINABILITY
REPORT**

To provide the essential resources the world is counting on to make life better while caring for the people, communities and land that we love.

On the cover: Highland Valley Copper Operations, British Columbia, Canada, supplying the copper needed for a better, cleaner world.

About this Report

Teck's 2022 Sustainability Report marks our 22nd year of annual reporting on the sustainability topics that are most material to our communities of interest and to our business.

This report contains:

· Detailed performance in our 2022 material sustainability topics

· Summary of progress towards achieving our long-term sustainability strategic priorities and goals in the areas of Biodiversity and Closure, Climate Change, Communities and Indigenous Peoples, Health and Safety, Our People, Responsible Production, Tailings Management, and Water

Our report is in conformance with the member requirements of the International Council on Mining and Metals (ICMM), including the implementation of the ICMM Mining Principles, and any mandatory requirements and corporate-level aspects set out in the Position Statements and the Performance Expectations (PE). Disclosure related to our self-assessments and verification on the ICMM PE (i.e., our Trail Operations, Elkview Operations, Greenhills Operations and Fording River Operations) can be found in our Sustainability Report and Disclosure Portal. Teck is also in conformance with the Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Protocols. Disclosure related to our self-assessments and verification on the TSM Protocols (i.e., our Trail Operations, Elkview Operations, Greenhills Operations and Fording River Operations) can be found on the MAC TSM website.

Our report is prepared in accordance with the Global Reporting Initiative (GRI) Standards for the period January 1–December 31, 2022. The report has also been prepared in accordance with the Sector Standard GRI 12: Coal Sector 2022 and is aligned with the Sustainability Accounting Standards Board (SASB) Standards.

See Methodology and Restatements on page 84 for information about our reporting scope. This report has been reviewed and approved by Teck's senior management and Board of Directors.

Management Approach Information

Management approach information for each material topic is available on our website at https://www.teck.com/sustainability/.

Assurance

Our assurance process is a combination of reasonable- and limited-level assurance to comply with various reporting frameworks, as outlined below.

PricewaterhouseCoopers LLP independently reviewed our application of the following and provided limited-level assurance on selected data in this report.

· Reporting of disclosure in accordance with the GRI Standards and the Sector Standard GRI 12: Coal Sector 2022

· Our statement of alignment of our practices with ICMM's Mining Principles and Performance Expectations guided by the ICMM Validation Guidance and the ICMM Assurance and Validation Procedure; this included validation at our Trail, Elkview, Greenhills and Fording River operations

· Our statement of alignment of our practices with the MAC TSM Protocols

See pages 85–86 for the assurance letter from PricewaterhouseCoopers LLP. Supporting information related to our ICMM PE self-assessment and validation summary reports is available on our website. PricewaterhouseCoopers LLP is also Teck's independent auditor.

We have also undertaken reasonable-level assurance on our conformance to the British Columbia, Canada, provincial Greenhouse Gas Emission Reporting Regulation and to the requirements of the CleanBC Industrial Incentive Program (CIIP).

Contact

If you have any questions about this report, email us at sustainability@teck.com or contact Jillian Lennartz, Manager, Sustainability Reporting, at jillian.lennartz@teck.com.

Other Reports

The 2022 Sustainability Report is part of Teck's annual reporting suite, available on our website at teck.com, which includes:
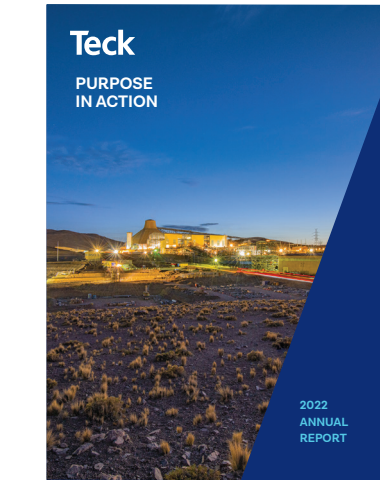
Annual Report

Management's discussion and analysis, and audited consolidated financial statements.

Annual Information Form

Describing our business, including our reserve and resource disclosure, and disclosure on risks that may affect Teck.

Management Proxy Circular

Information on business to be conducted at the annual meeting of shareholders, including details on executive compensation and our corporate governance practices.

Climate Change Outlook Report

Information on how we are analyzing and preparing for the risks and opportunities emerging from climate change and on our plans to move to a lower-carbon future; aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Economic Contribution Report

Information on the economic benefits of our activities, including payments to governments, wages and other economic contributions in line with the requirements of the Extractive Industries Transparency Initiative (EITI).

Message from the CEO, Jonathan Price

At Teck, sustainability is not only core to our values as a company, but also integral to our overall business performance. Since joining Teck in 2020 as Chief Financial Officer and taking on the role of Chief Executive Officer in 2022, I have seen first-hand how responsible resource development informs decision-making and drives performance at every level — from the corporate offices to the mine sites, and from our senior leaders to front-line employees.

And sustainability isn't just good — it's good business. By integrating sustainability into our business model, we are strengthening our performance as a leading metals and minerals producer, and ensuring that we are well positioned to respond to evolving societal expectations, regulations and market fundamentals. This not only helps us to responsibly manage potential risks, but also creates new opportunities for growth and innovation.

A critical part of our work in sustainability is building trust. Transparently disclosing our sustainability performance helps to build and maintain trust with local communities, Indigenous Peoples, governments and investors. This trust is essential for securing the support we need to continue to operate and grow.

In this report, we demonstrate our commitment to sustainability and transparency by disclosing our annual performance and sharing progress on our sustainability goals. We are committed to continuously improving our performance in this area, and to engaging with our value chain partners.

Net–Zero

In February 2022, we announced an expanded net-zero climate strategy. Our existing climate strategy had set goals of achieving net-zero Scope 1 and 2 emissions by 2050, reducing the carbon intensity of our operations by 30% by 2030, and working toward adoption of zero-emissions vehicles for our mobile fleets. Building on these goals and our track record of carbon reductions, we set out additional goals:

· Achieve net-zero Scope 2 (electricity) emissions by 2025
· Ambition to achieve net-zero Scope 3 emissions by 2050
· Support partners in advancing greenhouse gas reduction technologies for the steel manufacturing industry
· Partner with customers and transportation providers to establish low-carbon supply chain corridors and support 40% reduction in shipping emission intensity for our own shipping

This year, we made meaningful strides toward these goals. In January, we partnered with Caterpillar to work toward low-carbon mobile equipment. In June, we announced a Carbon Capture Utilization and Storage (CCUS) plant pilot at our Trail Operations, which will provide valuable information and research opportunities around CCUS as a viable emissions reduction solution. In November, we secured 100% renewable power for our Quebrada Blanca 2 copper project, starting in 2025, adding further renewable energy to our portfolio.

These ambitious actions are building on our strong climate performance. In 2022, we continued progressing toward our goal of reducing our carbon intensity by 33% by 2030. We have also achieved the highest portion of renewable energy power yet, with 94% of our electricity being sourced from renewable power in 2022, positioning us to meet our 2025 net-zero Scope 2 goal. This allows for our products to rank among the lowest carbon emissions per tonne of metals and minerals produced.

Nature Positive

In 2022, we also announced a goal to become nature positive by 2030; we are the first mining company to make such a commitment. We are working to achieve this through multiple approaches, including a commitment to conserve or rehabilitate at least three hectares of land for every hectare of land disturbed by our mining activities. To achieve this, we identified three focus areas to guide our decisions and actions. First, we are implementing nature positive decision-making, as guided by both Western science and Indigenous knowledge. Second, we are working toward rehabilitation excellence, accelerating the pace of our rehabilitation activities to meet our 2030 nature positive goal. Third, we are committed to establishing further conservation, protection and restoration partnerships.

As part of our immediate action toward this goal, we announced:

· $2 million donated to the Nature Conservancy of Canada (NCC) to purchase and manage the Next Creek Watershed in British Columbia, Canada
· Donation to NCC of the Wycliffe Wildlife Corridor, and a further $600,000 to manage this land in British Columbia
· Establishing a partnership with the Ollagüe Quechua community to conserve the Alconcha Salt Flat, near the village of Ollagüe in Chile
· $10 million allocated to create an Indigenous Stewardship Fund to support Indigenous communities in environmental stewardship practices in regions where we operate
· $12 million donated to the NCC to support future high-priority conservation projects

Purpose in Action

Alongside our work toward these large-scale goals, we have continued to advance the entire spectrum of goals within our sustainability strategy. Progress in 2022 included:

· Reduced our High-Potential Incident Frequency by 23% in 2022 compared to 2021
· 94% of our electricity is from renewable, zero-carbon power sources
· 34% of our 2022 new hires are women, with women now comprising 24% of our total workforce (compared to 12% in 2011)
· Invested $24.9 million in our local communities
· Advanced our Elk Valley Water Quality plan, achieving treatment capacity of up to 77.5 million litres per day

Our ability to continue operating and generating value depends on strong sustainability performance. Likewise, achieving our goals in areas such as climate change, water, and supporting our people and communities requires us to maintain the financial health of our business and to stay resilient through commodity cycles.

Our sustainability performance to date has been recognized through inclusion in the Dow Jones Sustainability World Index for the 13th straight year, with Teck achieving the top-ranked performance score for the fourth year in a row on the underlying S&P Corporate Sustainability Assessment. Teck has also been ranked the #1 North American mining company by Moody's ESG, is a leader in our industry according to MSCI, and we are in the top 10% of our industry for ESG performance according to ISS ESG and FTSE4Good.

As we look toward 2023 and beyond, we have the potential to positively impact the world around us. Our operations produce metals and minerals that play an essential role in the production of clean energy technologies and infrastructure like electric vehicles, solar panels, wind turbines and rapid transit. Ensuring a reliable and sustainable supply of these minerals is crucial for achieving a low-carbon economy and meeting global emission goals. At Teck, we are committed to responsibly producing the critical minerals that the world needs to build a cleaner future.

Jonathan H. Price
Chief Executive Officer
Vancouver, B.C., Canada
March 16, 2023

Our Commitments:

Carbon Pricing Leadership Coalition

Council for Clean Capitalism

1t.org

GRI Standards

International Council on Mining and Metals' Mining Principles

International Labour Organization Labour Standards

Mining Association of Canada Towards Sustainable Mining Initiative

Sustainability Accounting Standards Board (SASB) Standards

The Copper Mark

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

United Nations Global Compact

30% Club Canada

CEO Water Mandate

And others listed on our Memberships and Partnerships page

Recognition in 2022[1]

Dow Jones Sustainability World Index: Named to the DJSI for the 13th straight year. Top-ranked in the S&P Global Corporate Sustainability Assessment Metals and Mining industry for the fourth consecutive year.

MSCI: As of 2022, Teck received an MSCI ESG rating of 'AA'. Member of MSCI World ESG Leaders Index since 2015.Member of MSCI World ESG Leaders Index since 2015.

Sustainalytics: In 2022, Teck was recognized by Sustainalytics as an ESG Industry Top-Rated company.

ISS ESG: Achieved Prime status for ESG performance as of December 2022, placing Teck in the top decile of the Mining and Integrated Production industry.

Moody's ESG: Ranked first in the Metals and Mining North America sector, and third among all North American companies regardless of industry, as of December 2021.

FTSE4Good Index Series: Top percentile in the mining subsector and listed on the FTSE4Good Index.

Bloomberg Gender-Equality Index: In January 2023, Teck was named to the Bloomberg Gender-Equality Index for the sixth year in a row.

Canada's Top 100 Employers: Named as one of Canada's Top 100 Employers from 2018 through to 2023.

Global 100 Most Sustainable Corporations: Recognized as one of the 2023 Global 100 Most Sustainable Corporations by Corporate Knights, marking the fifth straight year Teck has been named to the list.

CDP: Scored B for climate change disclosure and B- for water security in 2022.

And others listed on the Awards page of our website.

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

MSCI ESG RATINGS | AA
CCC B BB BBB A AA AAA

ESG INDUSTRY TOP RATED

Corporate ESG Performance
RATED BY ISS ESG▷ | Prime

FTSE4Good

Bloomberg Gender-Equality Index 2023

Canada's Top 100 Employers 2023

GLOBAL 100 2023
THE WORLD'S MOST SUSTAINABLE CORPORATIONS

CDP
DISCLOSURE INSIGHT ACTION

4

Our Purpose and Values

At Teck, we share a strong sense of purpose, and each day we are guided by our values in how we operate and how we conduct ourselves. Our Purpose statement and Values articulate the impact we want to create for the world and for our business.

Our Purpose

To provide the essential resources the world is counting on to make life better while caring for the people, communities and land that we love.

Essential Resources

The metals and minerals we produce are essential for modern life, and for building a better quality of life for people around the world. The technologies and infrastructure needed to tackle big challenges like climate change — electric vehicles, solar panels, wind turbines and more — depend on the resources we provide.

Caring for the People, Communities and Land that We Love

We work with a sense of personal responsibility and genuine care for the people, communities and lands that we're entrusted with. We provide rewarding, family-supporting careers, collaborate with communities and Indigenous Peoples, and work to ensure a healthy environment for generations to come.

Our Values

Our Values describe how we operate and who we are.

This is who we are

Responsible and Courageous

We do the right thing — even when it's hard or requires bold action.

Respectful and Inclusive

We believe everyone matters and we're better together.

Humble and Driven

We are open and we listen, learn, and are relentless in the pursuit of excellence.

This is how we operate

Health and Safety

We are focused on ensuring everyone goes home safe and healthy every day.

Sustainability

We ensure the wellbeing of the people, communities and environments we're entrusted with.

Excellence

We achieve leading performance through innovation and commitment to continuous improvement in efficiency and productivity.

Engaging with Communities of Interest (COIs)

Engagement with COIs, including investors, customers, local communities and Indigenous Peoples, helps to enhance our mutual understanding of interests, concerns and aspirations, and strengthens relationships. COIs are identified based on the degree to which they are affected by our activities, by our relationships with them and by their ability to influence the achievement of our business objectives. In particular, the identification of COIs helps us:

· Understand the positive and negative impacts of our business
· Understand the risks and opportunities — for COIs and for our business — associated with these impacts
· Manage these impacts in a responsible and effective manner
· Understand the effectiveness of our management actions

Direct and Indirect COI Engagement and Management

Teck conducts direct engagement, which involves speaking and working directly with COIs, as well as indirect engagement, which involves reviewing publications that reflect the expectations of our COIs. Our direct engagement with COIs is carried out on an ongoing basis, and is organized around three levels: disclosure, dialogue and participation. We carry out indirect engagement through the application of externally developed standards and frameworks. Our engagement with COIs is guided by our Health, Safety, Environment and Community (HSEC) Management Standards and associated procedures. Engagement outcomes are reported to the Safety and Sustainability Committee of our Board of Directors and to our HSEC Risk Management Committee.

Engagement with Local Communities and Indigenous Peoples

All of our operations, exploration sites, projects and closed properties identify, prioritize and directly engage local and Indigenous governments and communities. Our work in this area is focused on:

· Disclosing and communicating accurate and timely information
· Maintaining an open dialogue, so all parties can fully understand and respond to each other's views and concerns
· Participating in decision-making around our activities
· Including Indigenous governments, Indigenous Peoples and other COIs in external assurance related to voluntary and membership requirements

Those responsible for engagement with local communities and Indigenous Peoples are trained to conduct dialogue that is focused on building and maintaining relationships, and on addressing issues important to those communities. This helps to enable engagement that is productive and constructive, and that directly contributes to the building and maintenance of long-term, trust-based relationships. Our engagement with our workforce, communities, civil society and Indigenous Peoples also supports our commitments to respecting human rights and Indigenous rights across Teck.

Table 1: Key Engagement Topics Identified and Managed in 2022

Community of Interest	Description	Priority Engagement Topics in 2022	Learn More
Our Workforce	Union, non-union, full-time and part-time employees and contractors	· Health and safety · Inclusion and diversity · Bargaining and collective agreements · New technology and opportunities for innovation	Pages 40, 52
Investors, Financial Institutions	Institutional investors, other equity holders, debt holders, banks and credit rating agencies	· Financial and operational performance · Social and environmental management · Equity, diversity and inclusion · Climate change and carbon pricing · Project execution · Capital allocation · Governance · Developments in financial markets · Sustainability-linked financial products	See the 2022 Annual Report for information on financial and operational performance
Communities	Local communities, vulnerable communities (including women and children), community-based institutions, and those outside of project- and site-affected communities	· Community investments · Water quality and/or availability · Climate change impacts · Cultural heritage · Health and safety · Dust, noise and vibration issues · Local procurement and employment · Participative community monitoring · Resettlement planning · Tailings management · Biodiversity management · Closure planning · Permitting activities	Pages 8, 12, 16, 29, 34, 40, 60, 69

Engaging with Communities of Interest (COI) (continued)

Table 1: Key Engagement Topics Identified and Managed in 2022 (continued)

Community of Interest	Description	Priority Engagement Topics in 2022	Learn More
Civil Society, Non-Governmental and Multinational Organizations	Regional, national and international organizations focused primarily on advocacy	· Community investment opportunities · Global development topics · Public health partnerships · Transparency on the payments we make to governments and others · Climate change and carbon pricing · Cultural heritage	Pages 40, 60, 75
Academic Institutions and Researchers	Academic institutions and research organizations	· Research partnerships, including water research	Pages 34, 52, 60
Governments	Local government bodies or institutions, provincial/sub-national governments and national/federal governments	· Industry competitiveness · Climate change and carbon pricing · Innovation · Environmental management · Health and safety · Transportation regulations · International trade and development · Environmental regulatory and permitting · Biodiversity management · Taxation policy	Pages 8, 12, 16, 24, 29, 34, 40, 75, 81
Indigenous Governments and Communities	Formal governance structures representing Indigenous communities and organizations, including businesses identified by Indigenous communities and traditional land users	· Traditional knowledge and land use · Indigenous rights and free, prior and informed consent · Agreement negotiation and implementation · Environmental aspects, including water · quality and access and biodiversity · Economic opportunities · Truth and reconciliation · Cultural heritage · Regulatory approvals · Implementation of the United Nations Declaration on the Rights of Indigenous Peoples · Community investment opportunities · Subsistence and local livelihoods	Pages 60, 69

Table 1: Key Engagement Topics Identified and Managed in 2022 (continued)

Community of Interest	Description	Priority Engagement Topics in 2022	Learn More
Commercial Interests	Joint venture partners, large contractors and customers	· Logistics and transportation · Climate change and emissions · Materials stewardship · Supply chain sustainability · Health and safety · Responsible mining practices · Technology and innovation	Pages 16, 24, 40, 81
Industry Associations	Associations representing businesses (e.g., mining associations, sustainable business organizations)	· Regulatory issues · Social issues and best practices · Environmental management · Business competitiveness · Health and safety · Tailings management · Implementation of the United Nations Declaration on the Rights of Indigenous Peoples · Cultural heritage	Pages 29, 40, 60, 69, 75

Supporting the United Nations (UN) Sustainable Development Goals (SDGs)

Through our activities and initiatives, Teck is contributing to progress on the UN SDGs. While we recognize that the mining industry has an opportunity to positively contribute to all 17 of the SDGs, Teck's sustainability strategy is most strongly aligned with the following goals:

The SDG section of the Reporting Index details specific alignments between our sustainability strategy goals and the SDGs, and provides references to more information on our management approach and how Teck advanced these goals in 2022.
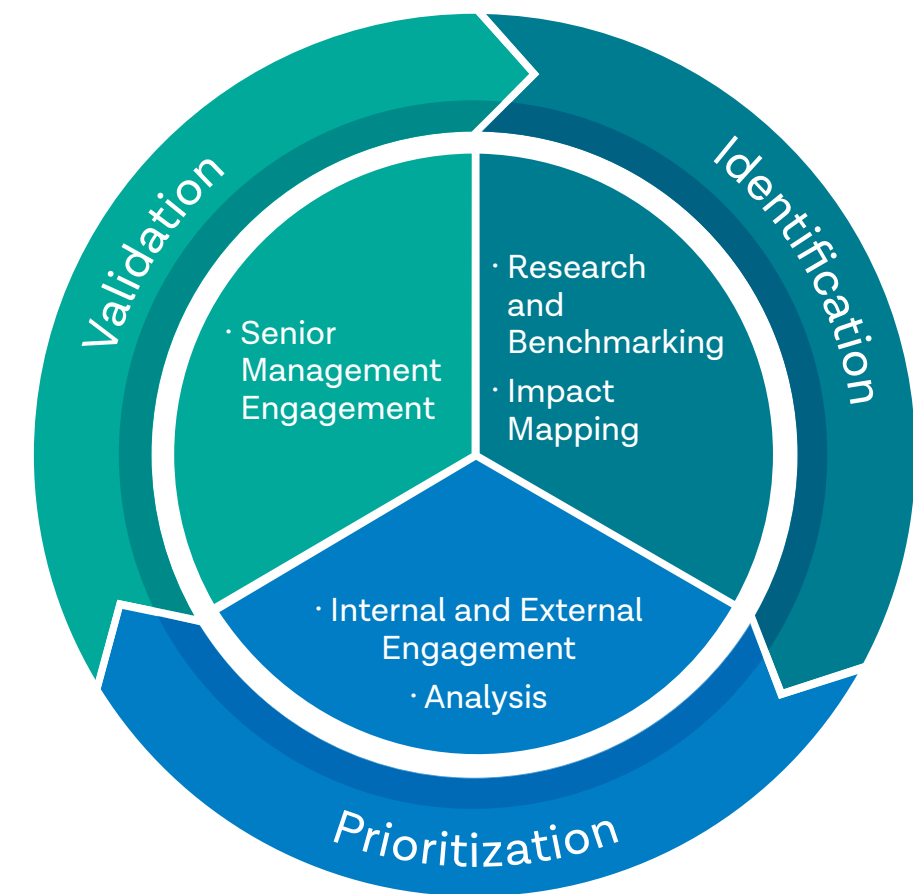
2022 Materiality Assessment

At Teck, sustainability and related risks are considered alongside other major business risks highlighted in our Annual Information Form. A material sustainability topic is one that reflects our company's most significant economic, environmental and social impacts, or one that could substantively influence the assessments and decisions of our COIs, in accordance with guidance from the Global Reporting Initiative (GRI) Standards.

The content of our annual sustainability reporting is determined through a detailed materiality assessment guided by the GRI Standards. This assessment identifies and evaluates the most material sustainability topics for our business and for our COIs during the previous year and for the near-term future.

Our annual process for determining material sustainability topics follows a three-year cycle and involves three phases: identification, prioritization and validation. The first year involves intensive consultation and research to identify a full list of topics that is analyzed by internal experts and external COIs and validated by our senior management team. Sustainability topics in the mining industry are relatively consistent year over year, given the long-term nature of operations. As such, the second and third years build on the results from the first year, and the assessment is updated to reflect emerging issues.

In 2022, we reassessed our material topics against the comprehensive materiality assessment conducted in 2020. During the identification phase, we conducted research on trends in our industry using external sources, and we evaluated internal strategy documents and information compiled as part of the update of our sustainability strategy and goals. We also took existing information from our 2020 comprehensive assessment, as well as from our 2021 materiality update, which mapped our impacts and the boundary of our material topics across the value chain. In this phase, we identified a total of 19 topics for review and prioritization.

During the prioritization phase, we conducted engagements aimed at further understanding the current state of the identified topics within the company and our outlook for sustainability. During this process, a range of topics were identified as most significant in terms of risks and opportunities. In this phase, the 19 sustainability topics were organized into 13 thematic areas prioritized as potentially meeting our threshold for reporting.

During the validation phase, the results of the materiality assessment were reviewed by members of Teck's senior management team and the Safety & Sustainability Committee of the Board of Directors.

Figure 1: Materiality Assessment Process at Teck

Figure 2: 2022 Materiality Matrix of Sustainability Topics
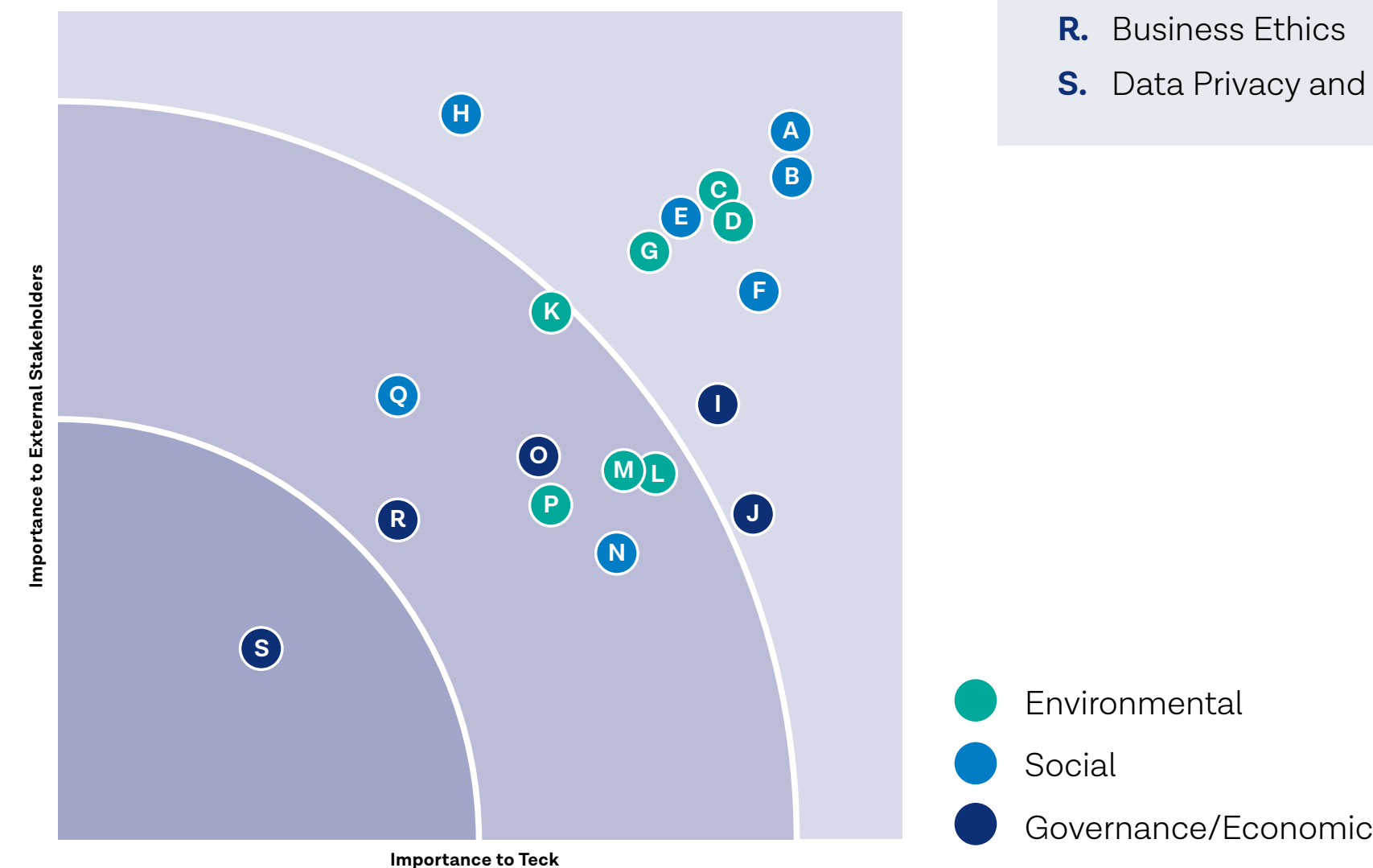
The 19 sustainability topics that were identified are outlined in the Materiality Matrix in Figure 2.

A. Health, Safety and Well-Being
B. Indigenous Peoples Relationships
C. Climate Change
D. Water Management
E. Equity, Diversity and Inclusion
F. Community Relationships
G. Biodiversity and Land Use
H. Workforce of the Future
I. Innovation and Technology
J. Regulatory Landscape
K. Tailings and Mine Waste
L. Reclamation and Remediation
M. Responsible Production
N. Labour Rights and Collective Bargaining
O. Value Chain Responsibility
P. Air Quality
Q. Human Rights
R. Business Ethics
S. Data Privacy and Cybersecurity

Of these 19 topics, those that were prioritized as meeting our threshold for reporting were organized into 13 thematic areas, listed below:

ENVIRONMENTAL
1. Air Quality
2. Biodiversity and Closure
3. Climate Change
4. Responsible Production
5. Tailings Management
6. Water Management

SOCIAL
7. Health and Safety
8. Human Rights
9. Our People and Culture
10. Relationships with Communities
11. Relationships with Indigenous Peoples

GOVERNANCE
12. Business Ethics
13. Value Chain Management

Information about how we manage our material topics is available in the How We Manage Material Issues section on our website. While our annual performance related to material topics is stated in this report, the order of report chapters does not indicate the materiality ranking.

Air Quality

Air pollution is a global environmental risk to health, with a worldwide estimated cost of US $8 trillion, equivalent to 6% of global GDP.[2] Governments increasingly require that industrial air emissions are monitored, mitigated and disclosed to public inventories such as the Toxics Release Inventory in the United States or the National Pollutant Release Inventory in Canada.

Mining and mineral processing can impact air quality through particulate and gaseous emissions from activities like drilling, blasting, crushing, collection and storage, and transportation along the value chain. Managing these emissions — through technological and process improvements — allows companies to limit their potential air impacts while benefiting from operational efficiencies and cost reduction.

We continue our commitment to improving and managing air quality management, and we undertake comprehensive monitoring and reporting on air quality in the areas of our operations. This is a priority for Teck, as air quality continues to be identified as a key concern by our communities of interest. In particular, dust has been identified as a key concern by local and regional communities around our steelmaking coal operations in the Elk Valley and at Trail Operations in British Columbia (B.C.), at Red Dog Operations (RDO) in Alaska and at Carmen de Andacollo Operations (CdA) in Chile. Longer and severe wildfire seasons due to record-breaking warm temperatures continue to impact air quality in local communities and at some of our operations. As air quality issues require close collaboration with communities of interest such as local stakeholders and Indigenous Peoples, we continue to explore initiatives to partner with communities across our operations.

GRI Indicators

GRI 2-23, 2-24, 2-27, 3-3, 305-7

This topic is considered material by our employees, Indigenous Peoples, local communities, government and regulators, and society in the context of all of Teck's sites.

How Does Teck Manage This Topic?

Information about how we manage air quality, including relevant policies, management practices and systems, is available for download on our website.

[2] The Global Health Cost of $PM_{2.5}$ Air Pollution: A Case for Action Beyond 2021. World Bank. 2022.

Pictured: Highland Valley Copper Operations, Canada.

100% of community-based air quality stations recording annual average values were within the World Health Organization (WHO) guideline interim target value for ambient concentrations of particulate matter less than 2.5 microns in size

Implemented initiatives to improve air quality monitoring and to minimize impacts from our activities on communities at all of our operations

---

Performance Metrics

Indicator Sulphur dioxide (SO_2) emissions from stacks, stationary and mobile fossil fuel combustion

2022:	2,423 tonnes
2021:	3,094 tonnes
2020:	3,812 tonnes

Indicator % of community-based air quality stations with annual average concentrations of ambient $PM_{2.5}$ within the World Health Organization guideline interim target value of 10 μg/m³

2022:	100% of stations
2021:	100% of stations
2020:	100% of stations

Indicator % of community-based air quality stations with annual mean concentrations of ambient PM_{10} within the World Health Organization guideline interim target value of 20 μg/m³

2022:	75% of stations
2021:	75% of stations
2020:	75% of stations

Our Performance in Air Quality in 2022

Our Targets and Commitments Our goal is to continuously improve air quality and reduce dust emissions for the benefit of workers, communities and the environment in areas affected by our activities.

Minimizing Emissions to Improve Air Quality

All of our operations have extensive operational control strategies and monitoring programs designed to minimize impacts on the local air quality within the vicinity of our activities, Table 2 highlights the 2022 improvements to these programs.

Table 2: Air Quality Improvements in 2022

Operation	Activities
Carmen de Andacollo	Conducted research on innovative approaches that may reduce dust emissions, including new materials to control emissions during blasting. Exploring new technologies to have a better understanding of the environmental conditions before blasting to better understand changes in the air quality.
Trail Operations	Updated the fugitive dust inventory for the site using approved methods. Reviewed material movement for the site in relation to dust emissions to determine opportunities to relocate materials, reroute traffic and apply controls reducing the fugitive dust.
Red Dog Operations (RDO)	Monitored and evaluated performance, and evaluated opportunities for further improvement. In 2022, RDO investigated the potential of additional fugitive dust control on the tailings beach by adding flocculant to the tailings. Based on a successful laboratory trial and wind tunnel experimentation, a field trial will be conducted in 2023.
Highland Valley Copper Operations	Applied chemical dust suppressants to key dust sources, including haul roads, light-duty roads and dam construction areas. Expanded the fugitive dust monitoring network by adding seven real-time dust and wind speed/direction sensors in August 2022. Ordered five additional real-time dust and wind speed/direction sensors in December 2022 for deployment in 2023. Refurbished the Shula weather station in March 2022 to provide better data that will support modelling and fugitive dust trigger action response plan development in 2023.

Monitoring and Reporting

In 2022, we commenced an update of our Health, Safety, Environment and Community (HSEC) Management Standards, which outline the framework for the identification and effective management of HSEC risks and opportunities, and define a process for continual improvement.

The most material air quality issues at Teck relate to metals and SO_2 near our Trail Operations metallurgical facility, and to dust at our mining operations. In addition to monitoring these two material indicators, our operations monitor and report on other air emission parameters in accordance with permit and regulatory requirements.

Monitoring and Management of Sulphur Dioxide (SO_2)

As the management of SO_2 is a material air quality issue at our Trail Operations, in 2022, we updated our internal SO_2 targets in line with permit limits and our internal standards and procedures. Our SO_2 target for 2022 was less than 3,600 tonnes, and our SO_2 targets for 2023 and 2024 are less than 3,600 tonnes and 2,600 tonnes, respectively.

As shown in Table 3, SO_2 emissions from stacks and fossil fuel emissions in 2022 were approximately 2,423 tonnes — a 22% reduction from 2021 due to extended major maintenance activities on the KIVCET boiler at Trail Operations. Over a four-year period, SO_2 emissions followed a stable trend. Trail Operations is the most significant source of SO_2 emissions for Teck and, as a result, all other operations have been aggregated in Table 3. Full results per operation are available in the Sustainability Performance Data.

Technology and Innovation

In 2022, Trail Operations had a planned shutdown of operations to continue the Trail Modernization Program. Part of this program is the replacement of the KIVCET hearth and the replacement of the filter media in Trail's Mercury Tower to support improved mercury removal from process off-gas.

Trail is also completing constructing the $66 million KIVCET Feed Dryer Project that will allow for lower drying temperatures, which will further reduce community SO_2 emissions, starting in 2023. These improvements are being implemented in accordance with Trail's provincial permit limits for SO_2 concentrations at community stations, which became more stringent in 2021 and will further decrease in 2023.

Trail has also been driving down lead levels in the air for several decades. Improvement projects implemented through Trail Operations' Fugitive Dust Emission Reduction program have reduced lead levels in the community by 85% since 2012.

Case Study: Dust Management in the Elk Valley

Minimizing the impact of dust in the community is a year-round priority at our operations in the Elk Valley of British Columbia. We are deploying effective dust mitigation measures and looking at other innovative approaches to drive continued improvement in dust management. These projects include helicopter seeding and environmental intelligence systems. Helicopter seeding provides a cost-effective way to increase vegetation in hard-to-reach areas, which in turn leads to less wind and windswept dust as the plants trap soil in their root structure, serving as natural windbreaks. Environmental intelligence systems provide real-time air quality monitoring, which enables rapid and targeted application of dust-control measures. These are just two of the innovative projects that we are trialling to minimize and manage dust generation, in line with our goal to continuously improve air quality and reduce dust emissions for the benefit of workers, communities and the environment in areas affected by our activities.

Read the full case study at www.teck.com/news/stories.

Ambient Air Quality Monitoring

As part of our ambient air quality monitoring program, we measure the concentration of particulate matter of a size less than 10 microns (PM_{10}) and particulate matter of a size less than 2.5 microns ($PM_{2.5}$) at monitoring stations. These monitoring stations use standardized equipment, per permit and regulatory requirements, and are located on our sites and in a number of community centres. Tables 4 and 5 summarize the ambient air quality during 2022 as measured at a select number of community-based monitoring stations that we manage, based on the significant proximity of the location to our operations.

Two values are presented:

- The annual average concentration that is based on the daily 24-hour average concentrations; this value reflects prolonged or repeated exposures over longer periods
- The annual peak 24-hour indicator that is based on the 98th percentile of the daily 24-hour average concentrations; this value reflects immediate exposures

At these monitoring stations, ambient air quality not only reflects the activities at our operations, but also other activities in the area such as other industries, vehicle traffic, firewood burning, forest fires and waste burning.

For 100% of the stations listed in Table 4, the annual average concentration of $PM_{2.5}$ was below the WHO Guideline value of 10 µg/m³. For the annual average concentration of PM_{10} at the stations listed in Table 5, 75% of the stations were below the WHO Guideline value of 20 µg/m³.

Table 3: SO_2 Emissions from Stacks, Stationary and Mobile Fossil Fuel Combustion (tonnes) [1],[2],[3],[4],[5]

Operation	2022	2021	2020	2019
All other operations	**20.1**	15.7	28.7	42.0
Trail Operations	**2,402.7**	3,078.0	3,783.5	3,811.0
Total	**2,422.8**	3,093.6	3,812.2	3,853.0

(1) Rounding of individual numbers may cause a discrepancy in the total value.
(2) Aggregate data for all other operations presented here, as numbers are insignificant compared to Trail. See our website for the full set of data.
(3) Information current at time of publication. However, values will be added, confirmed and/or changed once regulatory reporting for the 2022 period is complete. See our website for up-to-date information.
(4) Requirements and methods for determining air emissions can vary widely. Not all sites have monitoring equipment in place to measure releases from all sources and activities, and the frequency of sampling can vary.
(5) Our Canadian sites report annually to the National Pollutant Release Inventory (NPRI) and American operations report to the Toxics Release Inventory (TRI); NPRI and TRI have different reporting requirements and calculation methods. Information in this table may not reflect exactly the contents of NPRI and/or TRI reports, due to different reporting definitions concerning site boundaries as well as the inclusion of mobile equipment in the above table, which is not required in some regulatory reporting requirements.

Monitoring and Reporting (continued)

Table 4: Ambient Particulate Matter of Size Less Than 2.5 Microns (μg/m³)

Station	Nearest Operation	2022		2021		2020	
		Annual Average	98th Percentile	Annual Average	98th Percentile	Annual Average	98th Percentile
Urmeneta	Carmen de Andacollo	9	16	9	18	9	14
Downtown Sparwood	Elkview	7	27	9	46	6	15
Elkford High School	Greenhills	6	30	7	49	5	31

Table 5: Ambient Particulate Matter of Size Less Than 10 Microns (μg/m³)

Station	Nearest Operation	2022		2021		2020	
		Annual Average	98th Percentile	Annual Average	98th Percentile	Annual Average	98th Percentile
Urmeneta	Carmen de Andacollo	31	51	36	65	35	57
Downtown Sparwood	Elkview	17	49	17[1]	55	11	34[1]
Elkford High School	Greenhills	11	38	12	62	9	47
Butler Park	Trail	9	23	17	95	15	63

(1) Incomplete hourly data set, per the Canadian Council of Ministers of the Environment: Criteria ii.

For more information about our emissions to air, such as nitrous oxides, volatile organic compounds, and mercury, visit the National Pollutant Release Inventory for our Canadian operations and the Toxics Release Inventory for our American operations.

Significant Incidents and Non-Compliance Related to Air Quality[3]

We assess the severity of environmental incidents, spills and non-compliances based on potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant incidents related to air quality in 2022. There were no significant charges, fines or penalties for non-compliance related to air quality in 2022.

Biodiversity and Closure

Despite global efforts, there has been an average 69% drop in species population sizes since 1970,[4] and this is projected to increase under business-as-usual scenarios.[5] The United Nations Biodiversity Conference (COP15) in December 2022 resulted in a new Global Biodiversity Framework, which provides a strategic plan for biodiversity to 2030.[6,7] Biodiversity loss and climate have compounding effects on one another; therefore, solutions must be deployed to simultaneously address both issues.[8]

Mining activities can have direct and indirect impacts on biodiversity and ecosystems. In response to the potential adversity of these impacts, regulatory requirements in many jurisdictions are becoming increasingly stringent. Teck is committed to the conservation of biodiversity, using nature-based solutions, and supporting United Nations Sustainable Development Goal 15.

With operations within or adjacent to temperate, arctic, forested, mountain and desert landscapes, land and biodiversity management is a priority for Teck. In 2022, we set an ambitious new goal of becoming a nature positive mining company by 2030 and are working to achieve this through conserving or rehabilitating at least three hectares for every one hectare affected by our mining activities. We announced land conservation investments to protect nearly 14,000 ha of wildlife habitat and ecosystems in Canada and Chile, working with local partners, communities and Indigenous Peoples to conserve ecologically and culturally significant lands.[9]

We are also committed to not explore or mine in World Heritage sites and to respect all legally designated protected areas, including International Union for Conservation of Nature (IUCN) category Ia, Ib, II, III or IV protected areas.

GRI Indicators

GRI 2-23, 2-24, 2-27, 3-3, 304-1, 304-2, 304-3, 304-4, G4-MM1, G4-MM2, G4-MM10

This topic is considered one of the most material by government, Indigenous Peoples, local communities and society in the context of all Teck sites that are in an active or closure state.

How Does Teck Manage This Topic?

Information about how we manage biodiversity and closure, including relevant policies, management practices and systems, is available for download on our website.

[4] Building a Nature-Positive Society. Living Planet. 2022. [5] It's time for business to step up to protect biodiversity. World Economic Forum. 2022.
[6] Preparations for the Post-2020 Biodiversity Framework. Convention on Biological Diversity. 2021. [7] UN Biodiversity Conference (COP15). United Nations Environment Programme. 2022.
[8] Explainer: Can climate change and biodiversity loss be tackled together? World Economic Forum. 2021. [9] Teck sets nature positive goal. Teck. 2022.

Pictured: Employee at Highland Valley Copper Operations, Canada.

Set a goal to become a **nature positive** company

202
hectares (ha)
of total land reclaimed

Made land conservation investments protecting nearly

14,000
hectares
of wildlife habitat and ecosystems in Canada and Chile

Planted
2.4 million
seedlings for rehabilitation in the Elk Valley

Performance Metrics

Indicator Number of sites with completed biodiversity loss-gain accounting

2022:	8 sites

Indicator Area reclaimed during the current year

2022:	202 ha

Indicator Area restored or conserved (off-site) during the current year

2022:	13,853 ha

Our Performance in Biodiversity and Closure in 2022

Our Targets and Commitments Teck aims to avoid, minimize or rehabilitate the effects of negative impacts on biodiversity at our operations; where impacts still exist or temporal loss is an issue, offsets may be employed. The following table summarizes our performance against our sustainability strategy and goals for biodiversity and closure.

Sustainability Strategy Goal	Status	Summary of Progress in 2022
Strategic Priority: Work towards securing a net positive impact on biodiversity		
Goal: By 2030, become a nature-positive company.	On track	Set our goal to become a nature positive company, meaning that by 2030, our conservation, protection and restoration of land and biodiversity will exceed the disturbance caused by our mining activities from a 2020 baseline, through actions that will include conserving or rehabilitating at least three hectares for every one hectare affected by our mining activities. Made land conservation investments to protect nearly 14,000 hectares of wildlife habitat and ecosystems in Canada and Chile, equivalent to over 40% of our current mining footprint. See pages 14 and 15 for details.
Goal: By 2025, all operating sites have and are implementing plans to secure net positive impact.	On track	Advanced the implementation of biodiversity management plans for operating sites by updating biodiversity loss/gain accounting at all sites.

Case Study: Cardinal River Mine Reclamation

Teck is committed to responsible closure and reclamation of our sites, working with Indigenous Peoples and local communities to develop closure plans focused on supporting the economic and social transition after mining ends and creating a net positive impact on biodiversity.ng land uses.

Teck's Cardinal River mine in Alberta transitioned into closure in 2020, and reclamation work at the east end of the property began in September 2021.

We reclaimed 57 hectares of land, reclaiming the land used for 94 drill pads and restoring approximately 62 kilometres of road and trail networks, and filled in over 220 drillholes. Teck continues to monitor the water and reclaimed areas to confirm the effectiveness of the reclamation as we continue to rehabilitate other areas of the mine site.

Read the full case study at www.teck.com/news/stories.

Biodiversity Management

Table 6: Key Activities and Accomplishments in Biodiversity in 2022

Operation	Performance Highlight
Elk Valley steelmaking coal operations	As part of ongoing reclamation efforts in the Elk Valley, 2.4 million seedlings were planted working with Nupqu Resource Limited Partnership, a Ktunaxa-owned resource and land management company. A total of 11 kilometres (km) of roads were deactivated and 23 hectares (ha) were rehabilitated in the Elk Valley as part of an ongoing road rehabilitation project. This included planting endangered whitebark pine seedlings. Received a reclamation award from the British Columbia Technical Research Committee on Reclamation in the Coal Mining Category. This award recognized the development and use of biodiversity tools in reclamation.
Red Dog Operations	Worked with subject matter experts, including traditional knowledge holders and partners, to ensure the continued health of the Western Arctic caribou herd, developing best management practices, observation programs, and new policies aimed at reducing human-caribou interactions at Red Dog. Collaborated with the National Park Service and local villages to design reclamation plans for previously disturbed sites. Through outreach and consultation with local community Elders and subsistence harvesters, the plans incorporated traditional knowledge and followed the guidelines of the Society for Ecological Restoration. One site has been restored using new reclamation plans, and the area is being studied to determine success.

Case Study: Cardinal River Mine Reclamation

Teck is committed to responsible closure and reclamation of our sites, working with Indigenous Peoples and local communities to develop closure plans focused on supporting economic and social transition after mining ends and creating a net positive impact on biodiversity.

Teck's Cardinal River mine in Alberta transitioned into closure in 2020, and reclamation work at the east end of the property began in September 2021. We reclaimed 57 hectares of land, 94 drill pads and approximately 62 kilometers of road and trail networks and filled in over 220 drillholes. Teck continues to monitor the water and the reclaimed areas to confirm the effectiveness of the reclamation as we continue to rehabilitate other areas of the mine site.

Read the full case study at www.teck.com/news/stories.

Teck's Nature Positive Goal

In 2022, we announced a goal to become a nature positive company by 2030. Working to become nature positive means that by 2030, our conservation, protection and restoration of land and biodiversity will exceed the disturbance caused by our mining activities from a 2020 baseline. This commitment also supports Teck's net-zero climate strategy and our support of the United Nations Sustainable Development Goals.

We will conserve or rehabilitate at least three hectares for every one hectare affected by our mining activities, and take action immediately in three focus areas:

1. Nature positive decision-making guided by western science and Indigenous learning, including assessing the biodiversity impacts of our actions and, where possible, avoiding or minimizing negative impacts as part of our planning.

2. Rehabilitation excellence to accelerate our pace of rehabilitation to ensure it is in progress for all eligible land impacted by mining at our operations by 2030.

3. Conservation, protection and restoration through partnerships.

We are committed to working with local partners, communities and Indigenous Peoples to conserve ecologically and culturally significant lands. In 2022, we announced several conservation initiatives to help achieve this goal:

· 2 million donation to the Nature Conservancy of Canada (NCC) for the purchase and ongoing management of the 7,891-hectare Next Creek Watershed

· Protection of 5,800 hectares of a unique and high-value wetland ecosystem near Teck's Quebrada Blanca Operations in Chile

· $10 million to create an Indigenous Stewardship Fund that will support Indigenous-focused environmental stewardship initiatives

· A new research partnership with Ocean Regenerative Aquaculture to study how seaweed can be used to enhance forest health and accelerate tree growth

Working to Achieve a Net Positive Impact (NPI)

Achieving NPI means that biodiversity gains realized through mitigation activities in the regions where we operate exceed biodiversity losses from the impacts of our operations over the life of the asset. Our operations use quantitative metrics to demonstrate NPI from a pre-mining baseline on natural terrestrial, marine and other aquatic habitats and ecosystems; on critical landscape functions; and on ecosystem and biodiversity elements prioritized through discussion with communities of interest (COIs), including irreplaceable or highly threatened populations and species of plants and animals.

To secure NPI, 100% of our operations have a biodiversity management plan (BMP) that is aligned with the International Council on Mining and Metals (ICMM) Performance Expectation 7.2 and the Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Biodiversity Conservation Management Protocol. We use these plans to track potential impacts and plan mitigation actions and associated engagement with COIs.

In 2022, all Teck sites continued to implement their BMPs. These BMPs and actions developed through a 2021 internal gap assessment guide our work on securing NPI, the results of which form the basis of our site workplans to 2025. In 2022, we also commenced an update of our HSEC Management Standards, which includes requirements relevant to biodiversity.

During construction of Quebrada Blanca Phase 2 port facilities, Teck identified two endangered species in the area: the Peruvian tern and the Chilean sea otter. This presented an opportunity to contribute to and enhance the knowledge and conservation of these animals.

For both species, Teck launched observation programs to learn more about the animals' life cycle characteristics and behaviour. For the Peruvian tern, we conducted a study involving GPS trackers, and for the Chilean sea otter, we recorded over 1,000 hours of direct observations. Results of these studies were shared with the broader scientific community and government agencies at the end of 2022. We are now working to obtain formal land protection status for the area related to the Peruvian terns' habitat.

For the Peruvian tern, Teck also developed a biodiversity management plan in the tern's habitat, which included installation of information signs, limiting vehicle access, initiating a domestic pet control program and hosting public awareness workshops with the local community.

Biodiversity Management (continued)

Technology and Innovation

In partnership with Ocean Regenerative Aquaculture, Teck is conducting a joint research project to study how seaweed can be used to enhance terrestrial forest health and accelerate tree growth. The project will test the efficacy of using seaweed to enhance the health of tree species that are native to areas where Teck is rehabilitating former mining areas and will assess how seaweed can increase the ability of forests to capture and store carbon.

This project seeks to demonstrate that ecosystem regeneration can be achieved and scaled to create healthier forests that enhance long-term carbon sequestration. With an abundance of marine coastline and forests, Canada is well positioned to develop expertise and share knowledge to contribute to nature positive solutions. This joint research project is one of Teck's many initiatives to support our goal to become a nature positive company by 2030.

Table 7: Area Reclaimed and Disturbed [1],[2]

	2022	2021 [3]	2020 [4]	2019 [4]
Area reclaimed during the year (ha)	202	129	212	18
Area disturbed during the year (ha)	502	506	1,094	1,846
Area of land yet to be reclaimed (ha)	28,358	28,026	27,648	26,683
Total area of land reclaimed (ha)	6,126	6,126	5,930	5,781
Total footprint (ha)	34,483	34,152	33,578	32,464

(1) The area of land disturbed in the current year may include land that was previously reclaimed and has been re-disturbed. The total area of land reclaimed may decrease in a year, due to unsuccessful reclamation attempts or the mining of a previously reclaimed area. Total footprint is the sum of total area of land yet to be reclaimed and total area of land reclaimed. Values are based on estimates stemming from the use of geographic information systems.
(2) Rounding of the individual numbers may cause a discrepancy in the total value.
(3) Includes data from our active operations, as well as our Cardinal River mine, Coal Mountain mine and Pend Oreille mine. Does not include Duck Pond mine.
(4) Quebrada Blanca Phase 2 project data has been included, as it was an active project with land disturbance.

Table 8: Ratio of Land Conserved or Rehabilitated vs. Disturbed [1]

	2022	2021	2020
Area of land conserved or rehabilitated vs. land disturbed since 2020 (ha)	14,198 : 1,675	345 : 1,343	149 : 965
Ratio of area land conserved, protected and restored or rehabilitated vs. land disturbed since 2020	9:1	1:4	1:7

(1) The area of land conserved or reclaimed includes land conserved, protected and restored through partnerships with third-party organizations, conserved on-site, and rehabilitated or reclaimed previously disturbed land.

Area Reclaimed and Disturbed

At the end of 2022, Teck had a total footprint of 34,483 hectares (ha), of which 28,358 ha are yet to be reclaimed and 6,126 ha have been reclaimed. As this data relates to both operations and sites in closure, the area of land yet to be reclaimed will generally increase over time until the mining areas become available for reclamation.

As part of our nature positive commitment, we have committed to conserving or rehabilitating three hectares for every hectare disturbed by our activities.

Closure and Closure Planning

Our approach to mine closure begins before mining starts and carries on throughout the life cycle of the mine. We engage with Indigenous Peoples and local communities on our closure planning, with a focus on supporting the economic and social transition after mining ends. We create closure plans grounded in our closure principles. This includes ensuring safety and stability, promoting socio-economic transition and contributing to risk mitigation. For more information, see the Biodiversity and Closure page on our website.

We also disclose the financial provisions made for closure and rehabilitation in our Annual Report.

As of 2022, 100% of Teck's operations have considered the impacts of closure, including the cost of decommissioning and reclamation. 50% of current, active operations have comprehensive closure plans. Closure activities progressed in 2022 at our operations in permanent or temporary closure:

Post-Closure

A legacy property is a property previously explored, constructed, operated or acquired by Teck that is not expected to become active again and that is permanently closed, as well as inactive properties that

Significant Incidents and Non-Compliance Related to Biodiversity [10]

We assess the severity of environmental incidents, spills and non-compliances based on the potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant incidents related to biodiversity in 2022.

- Duck Pond mine continued closure works, including sealing of underground works, site contouring and ongoing water treatment
- Cardinal River mine continued to advance reclamation works at the site, decommissioned unneeded water management infrastructure and restored flows in select tributaries
- Coal Mountain mine undertook ongoing reclamation works throughout the site, and also advanced closure planning with submission of an updated closure plan to the regulator at the end of 2022
- Pend Oreille mine completed mill decommissioning and demolition, continued water treatment, constructed select underground plugs and advanced towards detailed closure design for remaining site installations

are no longer being explored or developed, but may become active in the future. In total, we actively manage 35 legacy properties.

[10] Definition of significant environmental incidents is on page 35.

Teck 2022 Sustainability Report | Purpose in Action | **Biodiversity and Closure** 15

Climate Change

In 2022, the world experienced record-breaking weather events that significantly impacted people around the globe. Climate action failure remains the most impactful and second most likely long-term risk in the World Economic Forum's 2022 Global Risks Report.[11] Meanwhile, there are continued impacts from climate change on people and infrastructure, raising the urgency for action.

The mining industry is vital to the transition to a low-carbon economy. The World Bank report *Minerals for Climate Action: The Mineral Intensity of the Clean Energy Transition* finds that more than three billion tons of minerals and metals will be needed by 2050 to implement wind, solar and geothermal power systems, and energy storage, to achieve a future warming below 2°C.[12] However, resourcing the energy transition must be done sustainably and with strong environmental, social and governance (ESG) performance.[13] In alignment with this, the mining industry has made progress in conducting climate risk analyses, implementing decarbonization strategies and enhancing emission disclosures.

In early 2022, Teck further expanded our climate strategy and goals. Our long-term strategic priority to achieve net-zero emissions at our operations by 2050 now includes a goal that focuses on achieving net-zero Scope 2 emissions by 2025, replacing our prior goal of achieving 100% clean electricity in Chile by 2030. In addition, we announced our ambition to achieve net-zero Scope 3 emissions by 2050 with supporting short-term goals.[14] We are also investing in nature to achieve our climate objectives; more information can be found in the Biodiversity and Closure chapter on page 12.

Teck experienced the physical impacts of climate change in the recent past, including logistical disruptions due to wildfires, heavy rain, flooding and mudslides.[15] We are taking into account the increased frequency of extreme weather events and incorporating climate change scenarios and vulnerability assessments into project design and evaluation, as well as our operations and logistics chain.

GRI Indicators

GRI 2-23, 2-25, 3-3, 201-2, 302, 302-1, 302-3, 302-4, 305, 305-1, 305-2, 305-3, 305-4, 305-5

This topic is considered one of the most material by our shareholders, local communities, regulators and society in relation to Teck's sites, power providers, service providers and customers.

How Does Teck Manage This Topic?

Information about how we manage greenhouse gas (GHG) emissions and energy use, including relevant policies, management practices and systems, is available for download on our website.

[11] The Global Risks Report 2022. World Economic Forum. 2022.
[12] Minerals for Climate Action: The Mineral Intensity of the Clean Energy Transition. World Bank. 2020. [13] Mine 2022: A critical transition. PwC. 2022.
[14] Scope 1 (direct) GHG emissions are those that occur from energy sources that are owned or controlled by the company. Scope 2 (indirect) GHG emissions are those that occur from the generation of purchased electricity consumed by the company and that physically occur at the facility where electricity is generated. Scope 3 emissions are other emissions that arise from sources owned or controlled by other entities within our value chain, such as those arising from the use of our products and the transportation of materials that we purchase and sell.
[15] Teck provides update on heavy rain impacts in B.C. Teck. 2021.

Pictured: Solar panels in the Atacama Region, Chile.
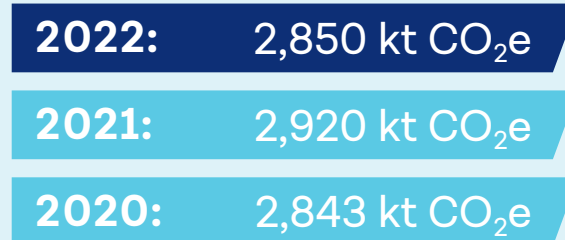
2022 Highlights

Announced our updated climate goals: **net-zero Scope 2 emissions by 2025** and an ambition to **achieve net-zero Scope 3 emissions by 2050**

Announced a Carbon **Capture Utilization and Storage (CCUS) pilot project** at our Trail Operations to support our Net-Zero Climate Change Strategy

Advanced the adoption of zero-emissions alternatives for transportation by displacing the equivalent of **149 internal combustion engine (ICE) vehicles**

Performance Metrics

Indicator Absolute Scope 1 and Scope 2 GHG emissions[1],[3]

2022:	2,850 kt CO_2e
2021:	2,920 kt CO_2e
2020:	2,843 kt CO_2e

Indicator GHG/t copper equivalent[2]

2022:	2.7 t CO_2e/t Cu Eq
2021:	2.5 t CO_2e/t Cu Eq
2020:	2.7 t CO_2e/t Cu Eq

Indicator Energy use from non-carbon-emitting sources

2022:	28%
2021:	31%
2020:	28%

(1) See page 16 for definitions of Scope 1 and Scope 2 emissions.
(2) 2020–2022 performance values were determined by using average commodity prices from 2018–2020 to convert to copper equivalent. This approach is taken to allow for consistent evaluation against our performance in 2020, the baseline year for our carbon intensity target.
(3) Carbon dioxide equivalent values calculated using Intergovernmental Panel on Climate Change's Fourth Assessment Report (AR4) Global Warming Potential (GWP) factors.

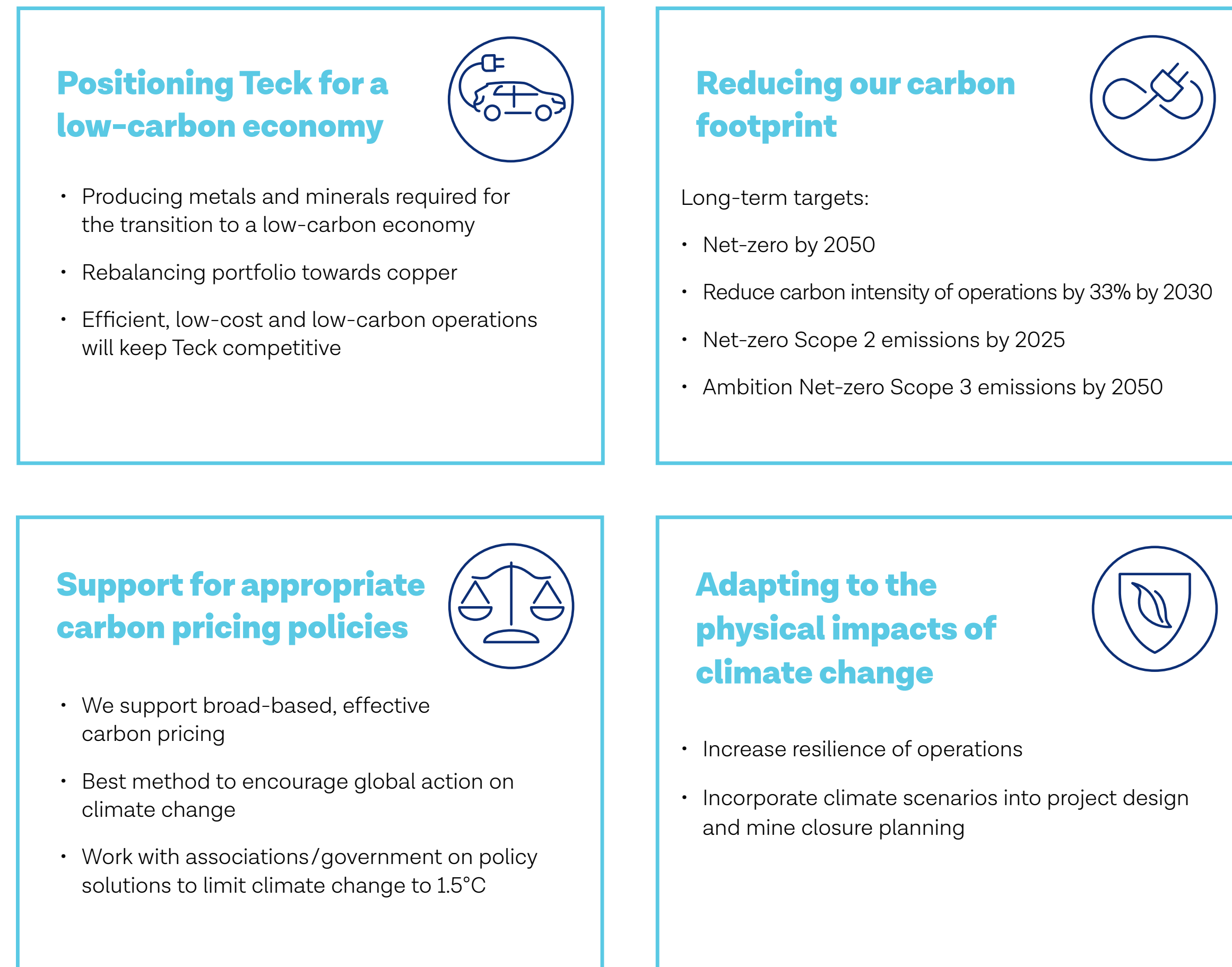# Our Performance in Climate Change in 2021

Our Targets and Commitments Teck is committed to climate action, as outlined in our Climate Change Policy. The following table summarizes our performance against our new sustainability strategy and goals for climate change.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Achieve net-zero emissions across our operations by 2050.		
Goal: Reduce the carbon intensity of our operations by 33% by 2030.	On track	Announced a Carbon Capture Utilization and Storage (CCUS) pilot project at our Trail Operations to support our Net-Zero Climate Change Strategy, including our goal to reduce the carbon intensity of our operations by 33% by 2030 and to achieve net-zero emissions by 2050.
Goal: Achieve net-zero Scope 2 emissions by 2025.	On track	Announced an agreement with Caterpillar to work towards deploying 30 of Caterpillar's zero-emissions large haul trucks at Teck mining operations. Finalized an agreement with AES Corporation to source 100% clean, renewable energy for the Quebrada Blanca Phase 2 project starting in 2025. The use of 100% renewable energy for the Quebrada Blanca Phase 2 (QB2) project instead of energy from coal-fired generation will avoid a total of approximately 1.6 million tonnes of annual GHG emissions once implemented.
Goal: Accelerate the adoption of zero-emissions alternatives for transportation by displacing the equivalent of 1,000 internal combustion engine (ICE) vehicles by 2025.	On track	Commenced the pilot of a fully electric on-highway transport truck to haul copper concentrate at Highland Valley Copper Operations, marking the first worldwide use of a battery-electric truck to haul copper concentrate. Advanced the adoption of zero-emissions alternatives for transportation by displacing the equivalent of 149 internal combustion engine (ICE) vehicles.
Strategic Priority: Ambition to achieve net-zero Scope 3 emissions by 2050.		
Goal: Support partners in advancing GHG reduction solutions capable of reducing the global carbon intensity of steelmaking by 30% by 2030.	On track	Announced a Carbon Capture Utilization and Storage (CCUS) pilot project at our Trail Operations to provide us with a technical platform to assist our steelmaking coal customers in materially reducing the carbon intensity of their steel production.
Goal: Partner with our customers and transportation providers to establish low-emissions supply chain corridors for the transportation of our steelmaking coal and support a 40% reduction in shipping emission intensity by 2030 for shipping we contract.	On track	Announced an agreement with SAAM Towage to deploy two electric tugboats at Neptune Terminal in Vancouver, B.C., in support of Teck's climate goals, which will mark the first electric tugs operating in Canada as a full tugboat package for harbour assist and tug services.

Teck's Climate Strategy Framework

We identify and evaluate climate-related risks and establish management actions to minimize risks and maximize opportunities. To manage such risks and opportunities, we use a four-pillar framework to guide our strategy.

Figure 3: Teck's Four-Pillar Climate Action Framework

Positioning Teck for a low-carbon economy

- Producing metals and minerals required for the transition to a low-carbon economy
- Rebalancing portfolio towards copper
- Efficient, low-cost and low-carbon operations will keep Teck competitive

Reducing our carbon footprint

Long-term targets:

- Net-zero by 2050
- Reduce carbon intensity of operations by 33% by 2030
- Net-zero Scope 2 emissions by 2025
- Ambition Net-zero Scope 3 emissions by 2050

Support for appropriate carbon pricing policies

- We support broad-based, effective carbon pricing
- Best method to encourage global action on climate change
- Work with associations/government on policy solutions to limit climate change to 1.5°C

Adapting to the physical impacts of climate change

- Increase resilience of operations
- Incorporate climate scenarios into project design and mine closure planning

In early 2022, we updated our climate strategy and goals to encompass both our own operations and our value chain impacts. Steel will continue to be an essential building block in a low-carbon economy. New technologies, many of which are yet to be developed and commercialized, will be required to ensure that emissions from steel production remain low. More than 50% of our steelmaking coal sales are made to customers who have made public commitments to be net-zero by 2050 or sooner, and we expect this trend to increase over time. While a clear path to net-zero emissions in the steel sector is not yet present, we believe we can support this transition. As such, we have set an ambition to achieve net-zero Scope 3 emissions by 2050 with supporting short-term goals. We also established a goal that focuses on achieving net-zero Scope 2 emissions by 2025, which replaced our goal of achieving 100% clean electricity in Chile by 2030. This reflects our commitment to decarbonize at an accelerated pace across our operations.

To achieve net-zero emissions across our operations by 2050, we have set out an initial roadmap — with corresponding 2025 and 2030 goals — to achieve net-zero, by first avoiding emissions altogether where possible or, if not possible, eliminating or minimizing emissions. This will involve looking at alternative ways of moving materials at our mines, using cleaner power sources and implementing efficiency improvements, among other measures. See 'Teck's Roadmap to Net-Zero' on page 19 for more details.

Case Study: Spotlight on Our Climate Initiatives

Climate change is a key global risk that is directly influenced by human activity and that requires decisive action. At Teck, we recognize our responsibility to help address this global challenge by reducing emissions at our operations and in our value chain, and by sustainably producing the critical minerals that are essential for the transition to a low-carbon economy. We are undertaking a variety of initiatives across our operations to work towards achieving net-zero emissions and achieving four interim goals of net-zero Scope 2 emissions by 2025 and reducing the carbon intensity of our operations by 33% by 2030. Examples include our partnerships for zero-emissions and electric mining haul trucks and tugboats, our agreements to source renewable energy at our Carmen de Andacollo and Quebrada Blanca Phase 2 project sites, and our Carbon Capture Utilization and Storage pilot project at Trail Operations.

Read the full case study at www.teck.com/news/stories.

Teck's Roadmap to Net-Zero

For Teck, four major areas of emissions present opportunities for decarbonization: power supply, mobile equipment, stationary combustion and process emissions, and fugitive methane emissions. To decarbonize these emission sources and ultimately achieve our goal of net-zero, we are prioritizing activities to deliver cost-competitive reductions by focusing on tackling our most material sources of emissions first. We are actively evaluating existing solutions and monitoring emerging technologies to determine the current and future viability of the various options.
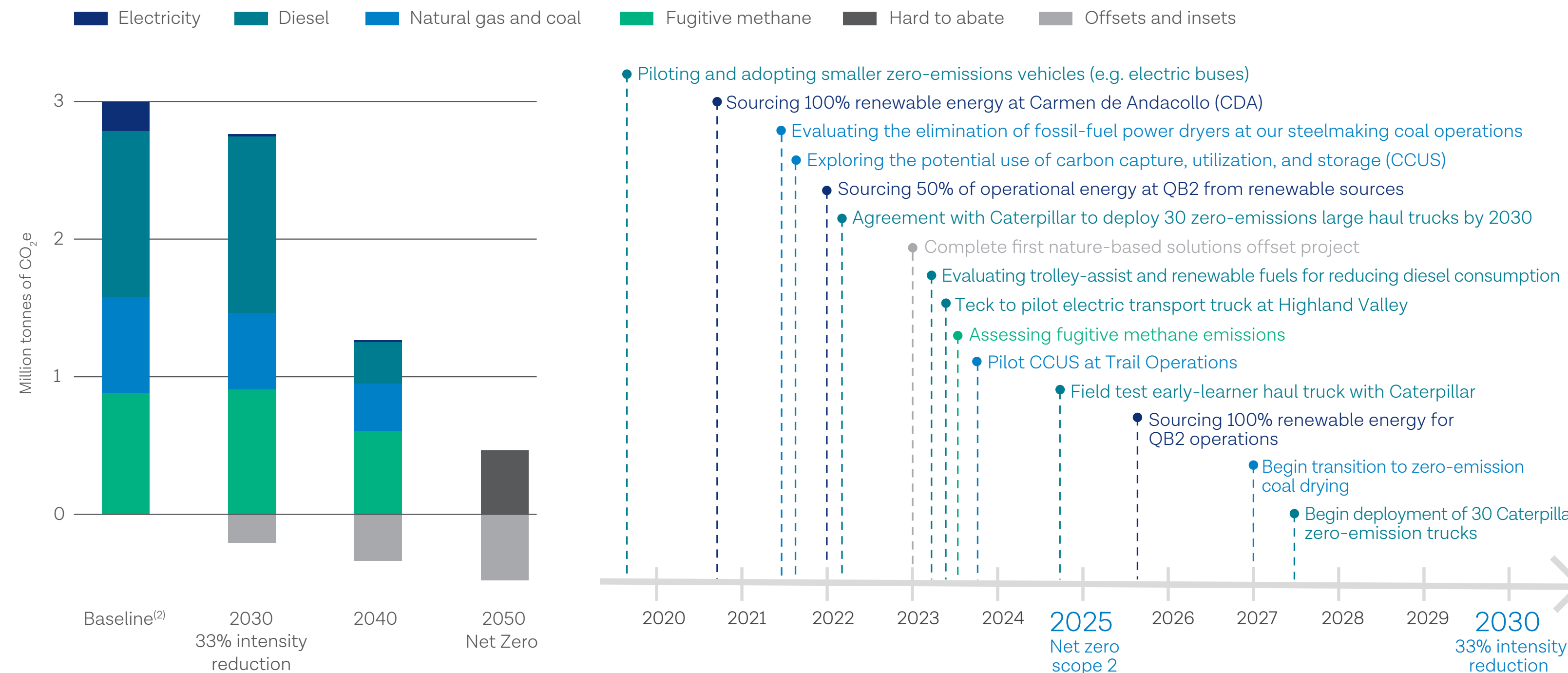
In 2022, we progressed work in a number of areas. On power supply, our operations in B.C. are already powered by a 98% clean electricity grid, making the sites an ideal location to introduce one of Canada's first zero-emissions large haul truck fleets, with options for trolley-assist technology. In Chile, we entered into a long-term clean power purchase agreement with AES Corporation to achieve 100% renewable energy at QB2 starting in 2025. Reaching full renewable power for QB2 will enable us to achieve our goal of net-zero Scope 2 emissions by 2025. Prior to this agreement coming into full effect (i.e., from 2023 to 2025), we anticipate a temporary increase in Scope 2 emissions as the Quebrada Blanca 2 project transitions to production.

On mobile equipment emissions, in 2022 we continued to advance projects to assess multiple decarbonization technologies such as zero-emissions options for haulage, including battery-electric and hydrogen fuel cell vehicles. We initiated a new electric crew bus initiative at CdA and expanded our existing electric bus pilot in the Elk Valley. We also collaborated with industry partners, equipment manufacturers and other suppliers on zero-emission mining fleets, including a zero-emissions haul truck partnership with equipment manufacturer Caterpillar for the procurement of 30 trucks, beginning in 2027, and the pilot of a fully electric on-highway transport truck to haul copper concentrate at Highland Valley Copper Operations in partnership with MEDAtech.

On process emissions, we launched our pilot CCUS project at our Trail Operations, which will capture CO_2 from the Acid Plant flue gas at Trail Operations at a rate of approximately 1 tonne per day. The pilot project will also evaluate options for the utilization and/or storage of the captured CO_2 at Trail Operations. If successful, the project could be scaled up to an industrial CCUS plant with the potential to capture over 100,000 tonnes of CO_2 per year at Trail Operations. Our pilot technical learnings will also be shared with our value chain partners, supporting our Scope 3 ambition of working with our customers to reduce the carbon intensity of steelmaking.

Building on our 2021 Oldendorff agreement for the deployment of energy-efficient bulk carriers, in 2022 we announced an agreement with SAAM Towage to deploy two electric tugboats at Neptune Terminal in Vancouver, B.C.

Technology and Innovation

With funding support from Teck's *Ideas at Work* innovation fund, Teck is piloting a new biogenic refinery at Red Dog Operations (RDO) in Alaska. The project is being tested to process food waste and other organic residues into biochar, a type of charcoal that can be stored in soil and that captures carbon. The biogenic refinery would process food waste and other organic residues into biochar through a process called pyrolysis (heating an organic material in the absence of oxygen), essentially turning a waste product into a beneficial product. At RDO, the resulting biochar is planned to be used as a soil amender to aid in water and fertilizer retention, improving soil health and sequestering carbon while also reducing emissions from current waste disposal processes. This project is leveraging technology to advance RDO's reclamation efforts and reduce emissions, helping achieve Teck's ambition of carbon neutrality by 2050.

Figure 4: Our Pathway to Net-Zero by 2050 [1]

(1) See Cautionary Note on Forward Looking Statements regarding uncertainties associated with future decarbonization actions.
(2) Baseline reflects average emissions from 2016-2019. For absolute emissions, this is an appropriate representation of historical performance.

Our GHG Emissions in 2022

As shown in Figure 5, Scope 1 (direct) GHG emissions are those that occur from energy sources that are owned or controlled by the company. Scope 2 (indirect) GHG emissions are those that occur from the generation of purchased electricity consumed by the company and that physically occur at the facility where electricity is generated.

In 2022, our total GHG emissions (Scope 1 and Scope 2), as carbon dioxide equivalent (CO_2e), were 2,850 kilotonnes (kt), compared to 2,920 kt in 2021. Of those totals, our direct (Scope 1) GHG emissions were 2,733 kt in 2022, compared to 2,851 kt in 2021. 29% of our Scope 1 emissions were from methane. We estimate our indirect (Scope 2)

GHG emissions associated with electricity use for 2022 to be 117 kt, or approximately 4% of our total emissions.

Our largest source of Scope 1 emissions is from fuel consumed by mobile equipment. In the past, the majority of our Scope 2 emissions were from our Carmen de Andacollo (CdA) and Quebrada Blanca (QB) operations, as the electricity supply in Chile was historically based on higher proportions of fossil fuels. We have taken action to reduce these emissions by shifting towards renewable electricity, which reflects a significant decrease in our Scope 2 emissions. Elsewhere, our indirect emissions were relatively small, as our operations in B.C. obtain the majority of their electricity from hydroelectric generation.

of an electric concentrate truck at our Highland Valley Copper Operations.

We also collaborated with industry partners, equipment manufacturers and other suppliers on zero-emission mining fleets, including announcing an agreement with SAAM Towage to deploy two electric tugboats at Neptune Terminal in Vancouver, B.C., and a zero-emissions haul truck partnership with equipment manufacturer Caterpillar, beginning in 2027.

We are also a member of the ResponsibleSteel initiative, the steel industry's first global multi-stakeholder standard and certification initiative. The standard incorporates considerations around the GHG emissions intensity of inputs to the steelmaking process and around the steelmaking process itself.

Table 9: Total Emissions (kilotonnes CO_2e) [(1),(2),(3)]

	2022	2021	2020	2019
Total Emissions — direct (Scope 1)	2,733	2,851	2,639	3,012 [(4)]
Total Emissions — indirect (Scope 2)	117	69 [(4)]	204 [(4)]	298 [(4)]
Total Emissions (Scope 1 + Scope 2)	2,850	2,920 [(4)]	2,843 [(4)]	3,310 [(4)]
Total Emissions — Scope 3 (use of coal product sold)	65,000	69,000	64,000	73,000

(1) Teck's quantification methodology for our Scope 1 and Scope 2 emissions is aligned with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
(2) Emissions are stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.
(3) Carbon dioxide equivalent values calculated using Intergovernmental Panel on Climate Change's Fourth Assessment Report (AR4) Global Warming Potential (GWP) factors.
(4) Figures have been restated due to changes in third-party emission factors. See our Sustainability Performance Data Spreadsheet for the full data set.

Scope 3 Emissions and Supporting Emissions Reductions in Our Value Chain

Scope 3 emissions are other emissions that arise from sources owned or controlled by other entities within our value chain, such as those arising from the use of our products and the transportation of materials that we purchase and sell. In 2022, our most material Scope 3 emissions were 65,000 kt, which were from the use of our steelmaking coal product by our customers.

We recognize that, to achieve global GHG reductions that limit climate change to 1.5°C, action will be required not only by Teck but also within our value chain. Our Climate

Change Policy includes a commitment to work with our customers and transportation providers to reduce emissions downstream of our business. We are evaluating additional opportunities to support our value chain in reducing their emissions. Teck is currently in the process of setting a Scope 3 target aligned with the new position statement from the International Council on Mining and Metals (ICMM) on accelerating action on Scope 3 GHG emissions.
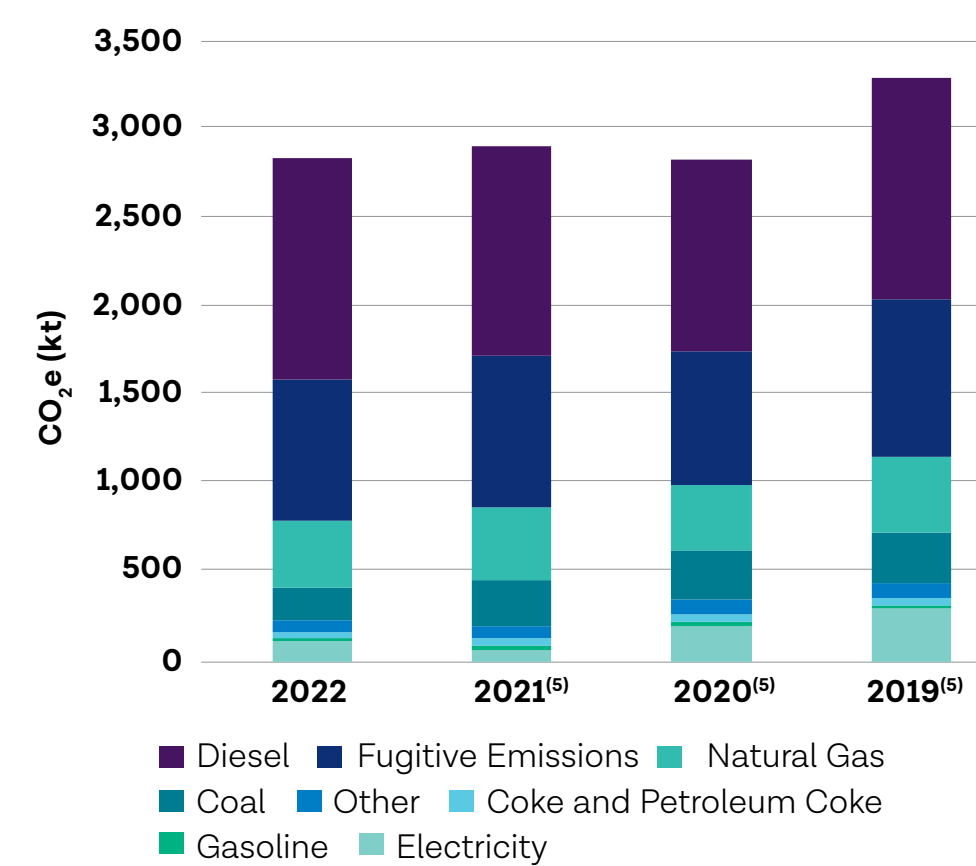
In 2022, we continued to support our transportation providers to reduce emissions, including advancing a pilot

Figure 5: Scope 1 and Scope 2 GHG Emissions by Fuel Type [(1),(2),(3),(4)]


(1) For electricity emissions in Canada, the emission factors are based on the most recent version of the Canadian National Inventory Report.
(2) Fugitive emissions from our coal operations (i.e., estimated methane release) are captured as direct emissions. For fugitive emissions, the emission factors are based on the most recent version of the Canadian National Inventory Report.
(3) Carbon dioxide equivalent values calculated using Intergovernmental Panel on Climate Change's Fourth Assessment Report (AR4) Global Warming Potential (GWP) factors.
(4) Carbon dioxide equivalent values calculated using Intergovernmental Panel on Climate Change's Fourth Assessment Report (AR4) Global Warming Potential (GWP) factors.
(5) Figures have been restated due to changes in third-party emission factors. See our Sustainability Performance Data Spreadsheet for the full data set.

Energy and Carbon Performance

In 2022, we consumed a total of 39,989 terajoules (TJ) of energy (i.e., electricity and fuels), as compared to 42,379 TJ in 2021, as shown in Figure 6.

Figure 6: Energy Consumption by Type [(1)]
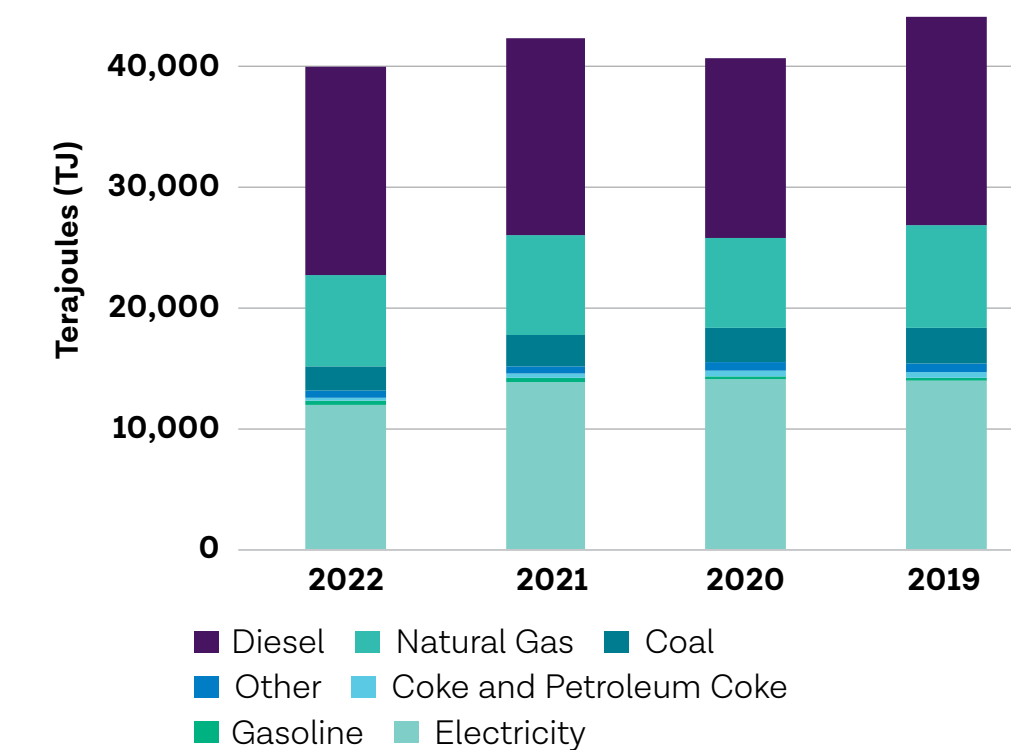
(1) Other includes propane, waste oil, fuel oils and other process fuels.

In 2022, approximately 28% of our energy requirements (i.e., electricity and fuels) were supplied by non-carbon-emitting sources, primarily hydroelectricity, compared to 31% in 2021. Of our total electricity consumption in 2022, 94%, or 11,260 TJ, was from renewable energy sources. With the addition of production from QB2 in 2023, we anticipate that this percentage may be temporarily reduced until 2025, when our electricity power purchase agreement will deliver 100% renewable electricity.

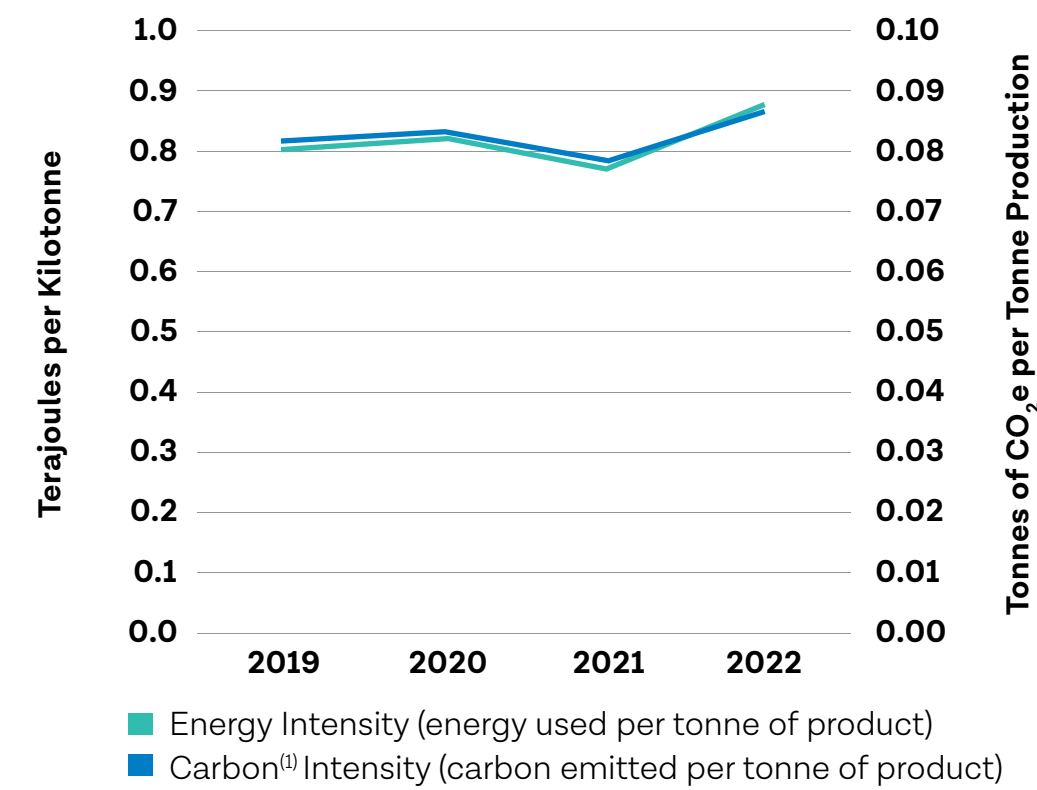# Positioning Teck to Thrive in the Low-Carbon Economy

In Figures 7 to 13, we outline our energy intensity, or the amount of energy used per tonne of product, and the carbon intensity. We also present our carbon intensity per tonne of product in comparison to other producers, based on research by Skarn Associates. Per this research, we are among the world's lowest carbon intensities for our copper, refined zinc and lead, and steelmaking coal production.

Given the breadth of different commodities produced by diversified resource companies, GHG emissions performance may also be reported on a copper equivalent basis, where all products are converted to a copper equivalent to allow for comparability across companies As shown in Figure 13, in 2022, Teck's carbon intensity was 2.7 t CO_2e/t Cu Eq. Our goal is to continue to improve the carbon intensity of our operations and future projects.

Energy intensity and carbon intensity for the production of steelmaking coal increased in 2022 (Figure 7). The change in energy and carbon intensity is primarily a result of the Elkview plant outage in September 2022, reducing production.
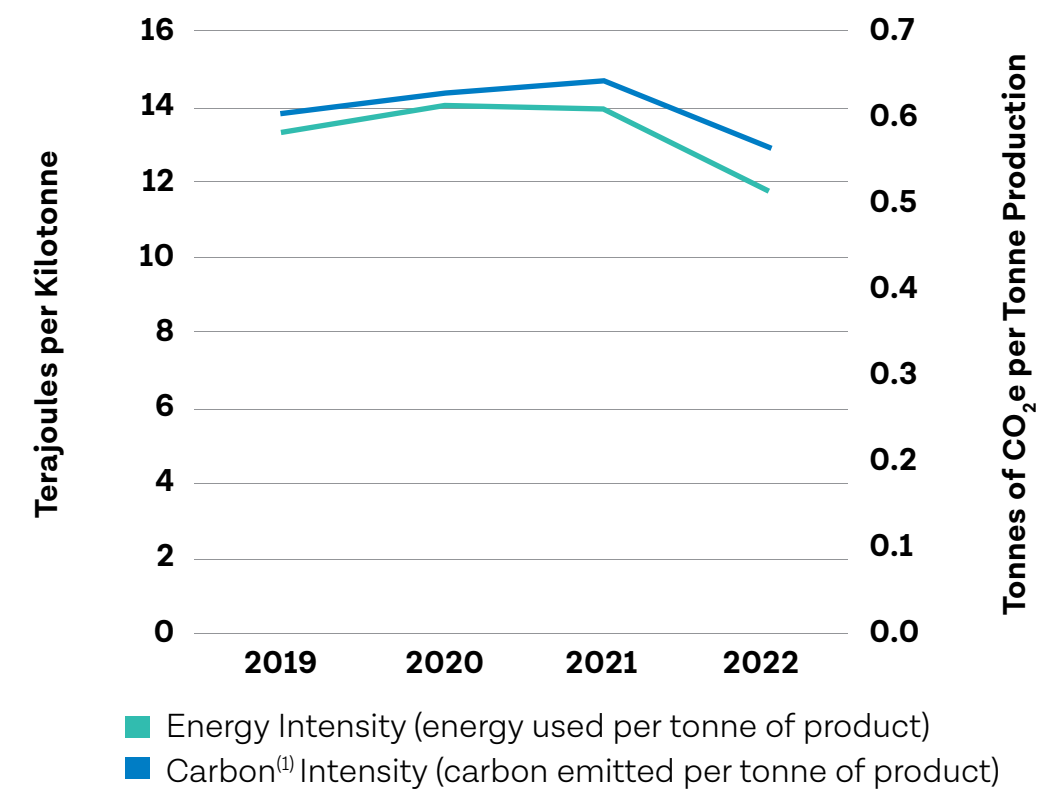
Energy and carbon intensity for the production of zinc and lead decreased in 2022 (Figure 9). This change is primarily attributed to higher zinc grades at Red Dog and slightly better recovery.

Figure 7: Energy and Carbon Intensity for Steelmaking Coal Production

- Energy Intensity (energy used per tonne of product)
- Carbon[1] Intensity (carbon emitted per tonne of product)

(1) Carbon intensity includes Scope 1 and Scope 2 emissions and is stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.

Figure 8: CO_2 Coal Intensity Curve — Teck Compared to Other Producers — 2021[1]

Teck

Cumulative production

(1) Skarn Associates Limited. 2021.

Figure 9: Energy and Carbon Intensity for Zinc and Lead Production

- Energy Intensity (energy used per tonne of product)
- Carbon[1] Intensity (carbon emitted per tonne of product)
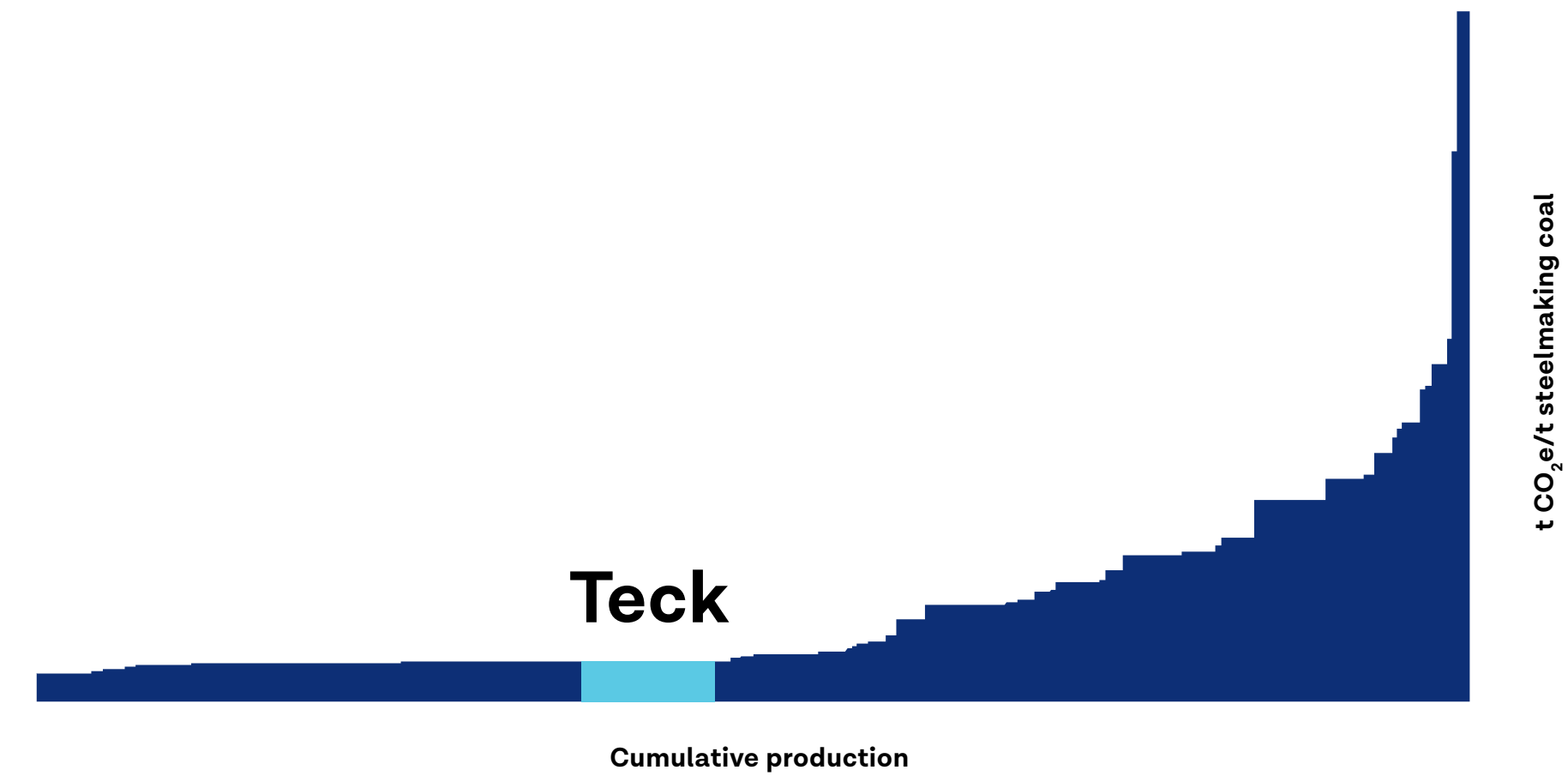
(1) Carbon intensity includes Scope 1 and Scope 2 emissions and is stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.

Figure 10: CO_2 Zinc Intensity Curve — Teck Compared to Other Producers — 2021[1]
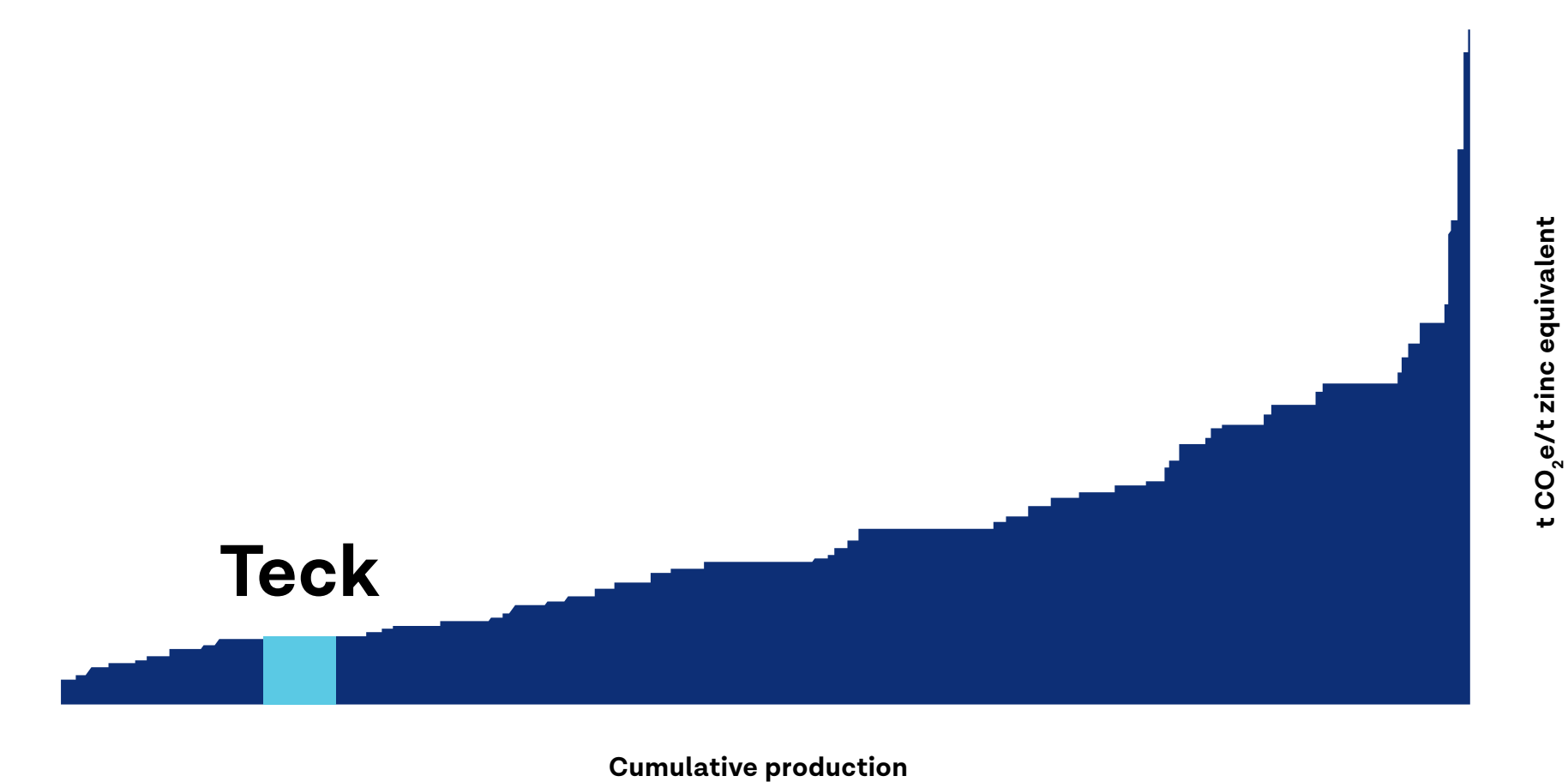
Teck

Cumulative production

(1) Skarn Associates Limited. 2021.

Energy and carbon intensity for the production of copper increased in 2022 (Figure 11). This is attributed to increased mine preparation activities for the QB2 expansion.

Figure 13 sets out Teck's carbon intensity, which includes total Scope 1 and Scope 2 emissions as reported above against a tonne of copper equivalent. We have used this metric — intensity per tonne of copper equivalent — in order to provide a single carbon intensity metric for the organization as a whole. Carbon equivalency was calculated two ways: 1) using a three-year commodity price average, and 2) using 2018–2020 pricing averages across all performance years, as this is the pricing used to establish our 2020 baseline, against which our 2030 targets are being assessed.

Figure 11: Energy and Carbon Intensity for Copper Production

Legend:
- ■ Energy Intensity (energy used per tonne of product)
- ■ Carbon[2] Intensity (carbon emitted per tonne of product)
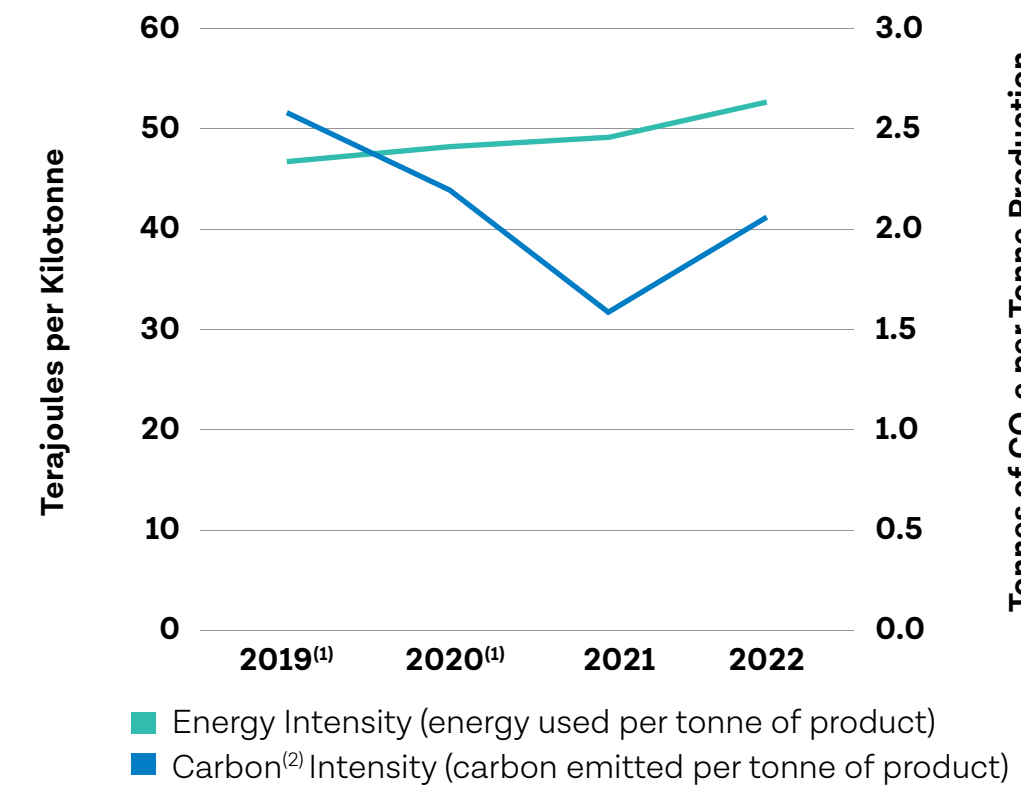
(1) Figures have been restated due to changes in third-party emission factors.
(2) Carbon intensity includes Scope 1 and Scope 2 emissions and is stated on a CO_2e basis, which is inclusive of CO_2, CH_4, N_2O, PFCs, SF_6 and NF_3 as appropriate.

Figure 12: CO_2 Copper Intensity Curve — Teck Compared to Other Producers — 2021[1]

(1) Skarn Associates Limited. 2021.
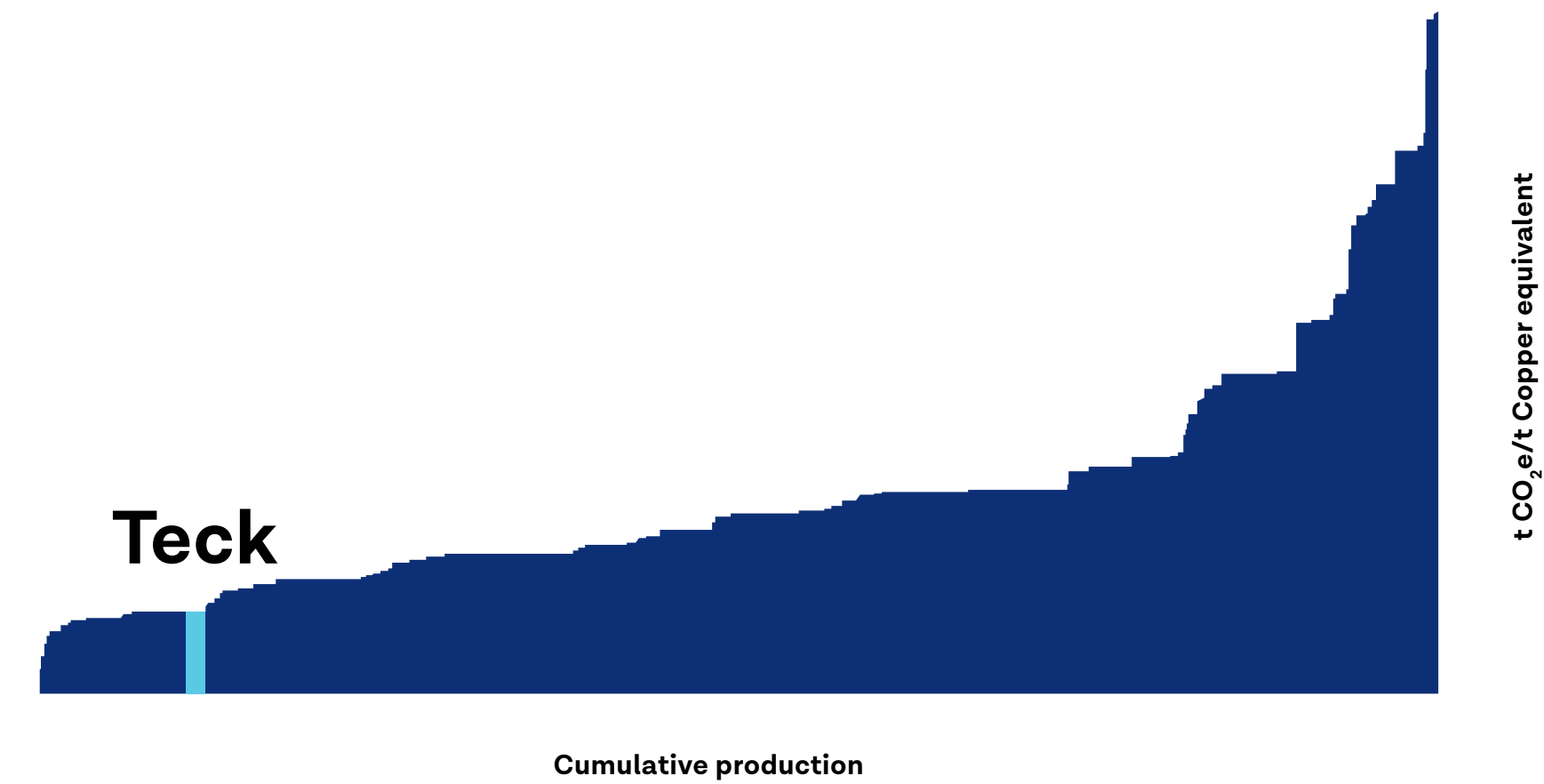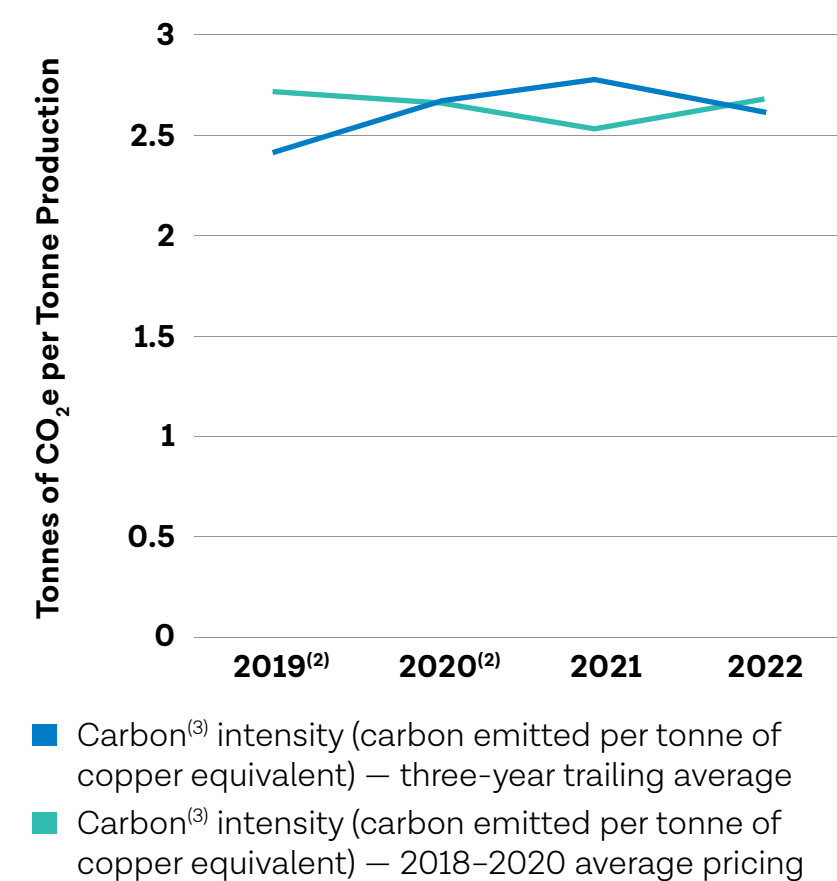
Figure 13: Teck Carbon Intensity on a Copper Equivalent[1] Production Basis

Legend:
- ■ Carbon[3] intensity (carbon emitted per tonne of copper equivalent) — three-year trailing average
- ■ Carbon[3] intensity (carbon emitted per tonne of copper equivalent) — 2018–2020 average pricing

(1) Only the primary commodities we report on — i.e., steelmaking coal, copper and zinc — from Teck-operated mines are included within the equivalency calculation. Lead has been excluded.
(2) Figures have been restated due to changes in third-party emission factors.
(3) Carbon intensity on a copper equivalent basis is presented in two manners as shown in this figure. The three-year trailing average reflects our historical reporting practice and includes different commodity prices to convert each year's performance. For example, the 2022 value in the three-year trailing average would use 2022–2020 pricing averages, whereas the 2021 value would use 2021-2019 pricing averages. This reflects how some external groups assess carbon performance. We have also included carbon intensities using the 2018–2020 pricing averages across all performance years, as this is the pricing used to establish our 2020 baseline, against which our 2030 targets are being assessed. We have fixed the commodity pricing for the copper equivalent calculation to ensure consistent accounting over time (from our baseline year to our target year).

Carbon Pricing and Advocating for Climate Action

We believe that broad-based pricing of carbon is one of the most effective ways to incentivize real reductions in GHG emissions by ensuring that all emitters contribute to the solution. In 2022, we continued to advocate for carbon pricing policies that maintain the global competitiveness of trade-exposed industries to prevent carbon leakage — which is when GHG emissions move from one jurisdiction to another as a result of differences in carbon prices. Currently, all of our steelmaking coal operations are covered by carbon pricing, as is approximately one-third of our copper business and all of our metals refining businesses. For 2022, our B.C.-based operations incurred $88.4 million in British Columbia provincial carbon tax. For more details, please see page 47 of our 2022 Annual Report.

We continue to see a trend among governments to pursue climate change policies. Some of the most significant action has taken place in Canada, which has some of the highest carbon prices in the world and is where the majority of our operations are located.

In 2022, British Columbia's carbon tax under the *Carbon Tax Act* increased to $50 per tonne of CO_2e. British Columbia also continues to implement the CleanBC Program for Industry to address impacts on emissions-intensive, trade-exposed industries to ensure that B.C. operations maintain their competitiveness and that carbon leakage is avoided.

In October 2021, B.C. published the CleanBC Roadmap to 2030, which replaces the original CleanBC plan published in 2018. Key elements in the new roadmap include increasing carbon pricing to meet or exceed the federal benchmark of $170 per tonne by 2030, eliminating methane emissions from mining by 2035 and increasing clean fuel requirements. A significant portion of the policy design took place in 2022, and Teck is closely monitoring and engaging in the process.

We engage policy-makers in all jurisdictions in which we operate and/or have major projects, as well as other jurisdictions through our membership in various industry associations, such as the ICMM and the Mining Association of Canada (MAC). We also review industry association positions on climate change and advocate for their alignment with the Paris Agreement. Across the associations of which Teck is a member, ICMM, MAC and the Mining Association of British Columbia (MABC) are the trade associations that have the greatest amount of engagement on climate action. All three associations have positions aligned with the Paris Agreement. Our climate advocacy and industry collaborations were published in our first-ever Industry Associations Review in 2022, which reviews our industry's climate change positions and actions.

We have also been actively supporting action on climate change and carbon pricing through voluntary initiatives such as the Carbon Pricing Leadership Coalition. In June 2016, Teck became the first Canadian resources company to join the Coalition, a partnership of national and sub-national governments, businesses and organizations that agree to work toward integrating carbon pricing into the global economy.

In 2022, we continued to work with the MABC and the Business Council of British Columbia (BCBC) on carbon pricing policy to provide both policy direction and technical input to the government, with a view to maintaining the competitiveness of industry in the province. We also engage with the B.C. Government directly through our participation in the B.C. Climate Solutions Council, formerly the Clean Growth Advisory Council.

Transparency on Climate Disclosure

Our Climate Change Outlook 2021 report looks at how Teck is positioned for a low-carbon economy by analyzing potential business risks and opportunities under three different climate change scenarios. These scenarios provide information on how Teck is analyzing and preparing for the risks and opportunities that may emerge as the global community combats climate change and moves to a lower-carbon future. This report builds on our 2018 and 2019 Portfolio Resilience in the Face of Climate Change reports and aligns with recommendations from the TCFD, which we support. We also report our emissions data annually to the CDP and we engage with Climate Action 100+ and other investor organizations. Teck's 2022 CDP response is available on our website.

Adapting to Physical Climate Risks

In addition to the actions we are taking to reduce the impacts of climate change by lowering emissions and advocating for progressive climate action strategies, we are focused on managing the potential physical risks and opportunities that may result from the ongoing changes to our climate. Over the past decade, we have been monitoring the development of climate change risk management practices, during which we have seen continued improvement in the quality and accessibility of climate change data and modelling, in understanding the interaction between climate change and our assets, and best management practices to increase the resilience of the mining sector.

We are taking into account the increased frequency of extreme weather events and we are working to incorporate climate change scenarios and vulnerability assessments into project design and evaluation, as well as at our existing operations. This work is becoming increasingly complex as the field of climate analysis evolves. At our operations, we regularly incorporate impacts from climate variability and climate change into our water modelling, and we assess potential vulnerabilities and future risks to inform water management practices. As part of the environmental assessment of our development and expansion projects, we include the physical impacts of climate change in our water assessment and modelling to evaluate risks and opportunities, and to inform our mitigation planning.

See Teck's Climate Change Outlook 2021 report for more information on how we are adapting to the physical impacts of climate change, and how we are managing climate-related risks and opportunities.

Responsible Production

Global use of materials has nearly quadrupled since 1972, to over 100 billion tonnes in 2021. Over 90% of this material is disposed of as waste, with only 8.6% being recycled back into the economy. With a business-as-usual approach, consumption of raw materials is projected to surpass 170 billion tonnes by 2050, with related increases in waste and greenhouse gas emissions.[16]

In order to counter this trend, the global economy must encourage material reuse and regeneration of natural resources. Minerals and metals present one of the greatest opportunities to use natural resources in a responsible and circular manner.[17] Critical minerals, which are essential to develop the technologies required for a low-carbon economy, are highly recyclable. While these products of mining are enabling a low-carbon future, mining companies are increasingly working with value chain partners to improve product traceability and encourage product reuse at end of life.[18]

Teck provides critical commodities required for sustainable products and infrastructure. We have long worked to reduce waste and pollution, to keep products in use and to help improve the natural environment where we operate. Our Trail Operations recycles various metals, and its smelting and refining operation is highly efficient. We have a Materials Stewardship Committee responsible for monitoring the responsible use of our products and, at our operations, we track and report on waste and are implementing waste reduction and recycling programs.

GRI Indicators

GRI 3-3, 2-23, 2-24, 2-27, 306, 306-2, 306-3, 306-4, 306-5 G4-DMA, G4-MM3

This topic is considered one of the most material by our employees, local communities, government regulators, investors and society in the context of all Teck-managed sites.

How Does Teck Manage This Topic?

Information about how we manage responsible production and waste management, including relevant policies, management practices and systems, is available for download on our website.

[16] 21 Circular Solutions for Every Business, City and Nation. Circularity Gap Reporting Initiative. 2022.   [17] Mining for Circularity: Five Strategic Insights. World Circular Economy Forum. 2021.
[18] Towards a Circular Economy Approach to Mining Operations: Key Concepts, Drivers and Opportunities. Natural Resources Canada (NRCan). 2022.

Pictured: Employee at Trail Operations, Canada.

60,842 tonnes / of hazardous and non-hazardous waste recycled

32,695 tonnes / of urban ore/ secondary sources recycled at Trail Operations

Case Study: Recycling Over 1,000 Tonnes of HDPE Pipes at Highland Valley Copper Operations

Teck supports responsible production by responsibly producing critical minerals that contribute to a low-carbon future while also working to minimize impacts. At our Highland Valley Copper (HVC) Operations, a new high-density polyethylene (HDPE) pipe recycling project is helping meet those goals and contribute to the circular economy. HDPE pipe used at HVC had accumulated from general usage over the years, reaching a total of over 1,300 metric tonnes by 2022. With the support of Secure Energy Solutions, this inventory of decommissioned pipe at HVC has been sent for recycling, with an additional 232 metric tonnes scheduled to be sent this year, for a total of nearly 1,600 metric tonnes of HDPE pipe being recycled. The success of this project has provided a long-term solution to HDPE pipe waste management at HVC, in line with Teck's values around responsible product management.

Read the full case study at www.teck.com/news/stories.

Our Performance in Responsible Production in 2022

Our Targets and Commitments At Teck, we're supporting responsible production by providing the critical metals and minerals essential for a low-carbon economy while also working to minimize our operational impacts. The following table shares our progress related to responsible production and waste management goals.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priorities: · Be a leader in responsibly providing the metals and minerals needed for the transition to an economy focused on reducing waste and keeping products in use · Work towards disposing zero industrial waste by 2040		
Goal: By 2025, establish site-based industrial waste inventories and plans to turn waste into useful and appropriate products. Based on these inventories and plans, set goals for industrial waste reduction.	On track	Commenced a project to identify the final destination of the off-site wastes across all Canadian operations, using our updated waste inventories. This project will support the planning to turn waste into useful and appropriate products.
Goal: By 2025, develop and implement a responsible producer program and "product passport" that is traceable through the value chain.	On track	Completed a pilot to explore the potential of blockchain technology to support traceability of raw materials from mine sites, through refinement and to an end customer.
Goal: Be a leader in product stewardship by continuing to implement our Materials Stewardship program and produce secondary metals at our Trail Operations.	On track	Our Materials Stewardship Committee continues to lead our product stewardship activities.

Waste Management Performance

Mineral Waste

Based on volume, mineral waste is the most significant waste type generated by Teck. In 2022, our operations generated approximately 755 million tonnes of mineral waste, with the vast majority being waste rock from the extraction of ore and steelmaking coal. We have permit and regulatory requirements for treating and recycling waste at all of our operations. We use internal and independent third-party subject matter experts to design our mineral waste storage facilities. Mineral waste storage methods are determined based on site-specific conditions and industry good practices.

The following categories of mineral waste are products of Teck's operations:
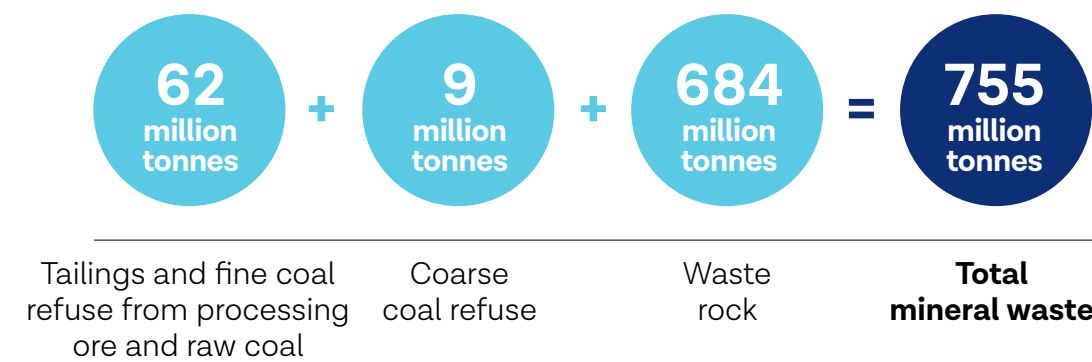
Waste Rock: Waste rock, which is material that is removed to access ores, coal and oil sands, typically contains trace amounts of naturally occurring metals and other constituents. The bulk of waste rock from our operations is placed in areas that are specifically designed to contain the rock. Where geochemical and physical properties allow, waste rock is also used for construction purposes such as haul roads, retention embankments for tailings storage and other similar projects. The remainder of the rock, which may still have some geochemical concern, is placed within tailings storage facilities or used to backfill open pits and underground workings.

Coarse Coal Refuse: Coarse coal refuse is a coarse fraction of raw coal that is separated during processing; it is not currently an economic product. Coarse coal refuse is placed in designated engineered facilities or, if determined to not be susceptible to leaching, it may be used as a construction material. Coarse coal refuse is an excellent construction material for creating retention embankments for fine coal refuse.

Tailings and Fine Coal Refuse: Tailings and fine coal refuse are the finer fractions of the processed mined material that have no economically recoverable commodities. These materials are typically stored in tailings storage facilities.

All of Teck's tailings storage facilities are designed by external third-party experts and independently reviewed for both design and performance. Learn more about tailings management at Teck on our website at www.teck.com/tailings.

Figure 14: Mineral Waste (million tonnes)[1]

62 million tonnes	+	9 million tonnes	+	684 million tonnes	=	755 million tonnes
Tailings and fine coal refuse from processing ore and raw coal		Coarse coal refuse		Waste rock		**Total mineral waste**

(1) Rounding of the individual numbers may cause a discrepancy in the total value.

Non-Mineral Waste

In addition to mineral wastes summarized above, Teck also generates non-mineral waste. Non-mineral waste includes waste generated from overall activities such as construction, packaging, maintenance and office activities, but excludes waste generated from extraction and processing, which is further categorized as non-hazardous and hazardous waste. These waste materials are segregated and disposed of in accordance with material-specific waste management plans and regulatory requirements, to ensure potential impacts on environmental and human health are mitigated.

Our strategic intent is to eliminate or reduce the generation of non-mineral waste, to explore long-term viable alternatives, and to divert waste from disposal through reuse and recycling whenever possible.

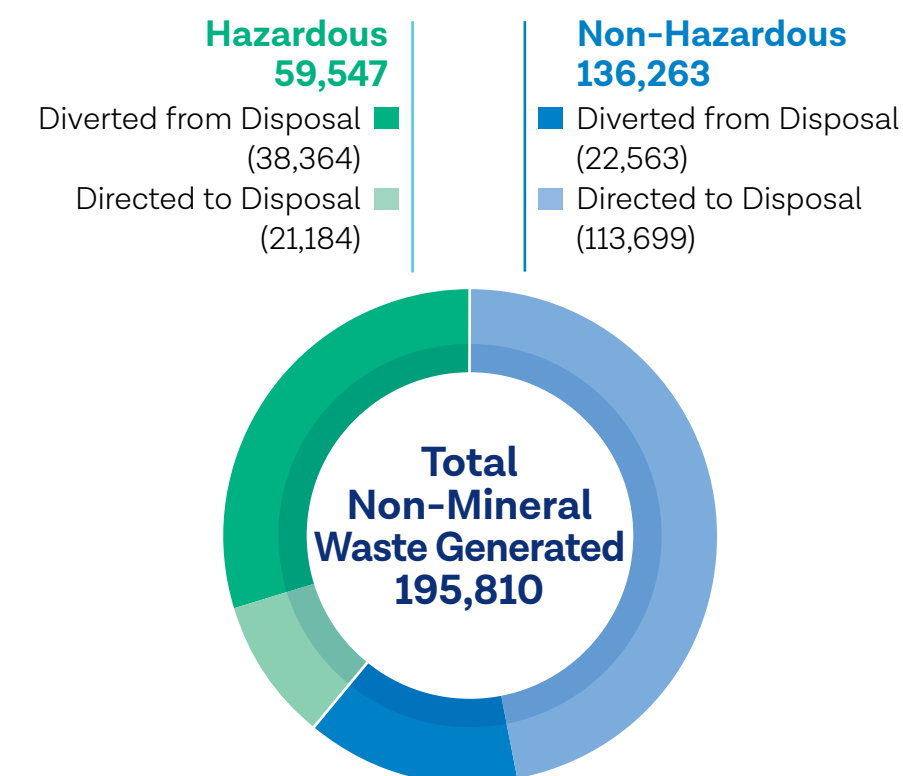The following categories of non-mineral waste are products of Teck's operations:

Hazardous Waste: At Teck, waste is considered hazardous as defined by jurisdictional regulatory regimes. The primary industrial hazardous wastes produced at our operations include waste oil, solvents, antifreeze, paint

and batteries. We collect and store hazardous waste in a responsible manner and in accordance with regulatory requirements, and licensed contractors recycle or dispose of this waste off-site as required by regulation.

Non-hazardous Waste: The most significant types of non-hazardous waste streams include contaminated solids, scrap metal, wood waste, glass, tires, e-waste, cardboard and paper.

Industrial Waste: Industrial waste is a subcategory of non-mineral waste, which includes types of waste generated by industrial processes, and does not include municipal/domestic waste streams. Significant industrial waste streams at Teck include metallurgical waste, sludges, process residuals (such as from water treatment), haul truck tires, construction and demolition debris, equipment and contaminated soil. We have set a target to dispose of zero industrial waste by 2040, and we are working towards establishing site-based industrial waste inventories and plans to turn waste into useful and appropriate products by 2025. Based on these inventories and plans, we will set the final goals for each industrial waste stream aligned with the waste mitigation hierarchy.

Figure 15: Non-Mineral Waste by Composition in Metric Tonnes (t) — 2022[1]

Hazardous 59,547
- Diverted from Disposal (38,364)
- Directed to Disposal (21,184)

Non-Hazardous 136,263
- Diverted from Disposal (22,563)
- Directed to Disposal (113,699)

Total Non-Mineral Waste Generated 195,810

(1) Rounding of the individual numbers may cause a discrepancy in the total value.

Table 10: Waste Diverted from Disposal by Recovery Operation, in Metric Tonnes (t) — 2022[1]

Type of Waste	On-Site	Off-Site	Total
Hazardous Waste			
Preparation for reuse	0	64	64
Recycling	29,092	9,201	38,293
Other recovery operations	0	7	7
Total Hazardous Waste	**29,092**	**9,271**	**38,364**
Non-Hazardous Waste			
Preparation for reuse	111	419	530
Recycling	1,860	20,173	22,033
Other recovery operations	0	0	0
Total Non-Hazardous Waste	**1,971**	**20,592**	**22,563**

(1) Rounding of the individual numbers may cause a discrepancy in the total value.

Waste Management Performance (continued)

Table 11: Waste Directed to Disposal, by Disposal Operation - in Metric Tonnes (t) — 2022[1]

| Type of Waste	On-Site	Off-Site	Total
Hazardous Waste			
Incineration (with energy recovery)	0	581	581
Incineration (without energy recovery)	0	4	4
Landfilling	2	6,518	6,520
Other disposal operations	0	14,079	14,079
Total Hazardous Waste	**2**	**21,182**	**21,184**
Non-Hazardous Waste			
Incineration (with energy recovery)	28	0	28
Incineration (without energy recovery)	672	0	673
Landfilling	62,360	46,841	109,201
Other disposal operations	1,308	2,489	3,798
Total Non-Hazardous Waste	**64,369**	**49,331**	**113,699**

(1) Rounding of the individual numbers may cause a discrepancy in the total value.

Recycling

Teck's methods for recycling include recycling for value recovery, industrial waste processing and domestic recycling. We do not currently track office and construction waste, which are managed by licensed external waste service providers. We recycle in accordance with international, national, provincial and local requirements and we aim to exceed these requirements. Continually improving recycling at our operations by identifying and sharing best practices throughout the company is our goal — including ongoing assessments of our recycling and reuse practices.

At our Trail Operations, we recycle materials purchased from external users. Our focus remains on treating cathode ray tube glass, plus small quantities of zinc alkaline batteries and other post-consumer waste through our lead acid battery recycling program.

Figure 16: Recycled Material at Trail Operations
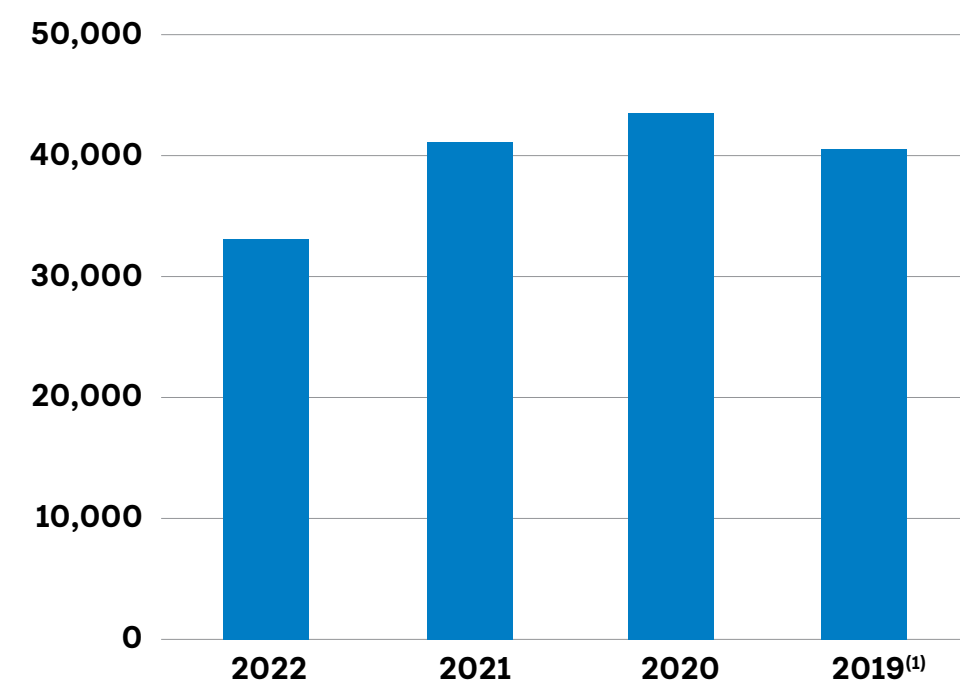
Technology and Innovation

Innovation at Teck focuses not only on technology, but also on building change capabilities to support change management. At our Fording River Operations (FRO), a pilot program on behavioural change resulted in reducing tire waste by 20%.

The target lifespan for a 290-tonne earth mover truck tire is about 4,000 hours, or 8 months. However, 40% of trucks in operation were performing under the 8-month threshold due to three main issues: weather, road conditions and operator behaviour. When assessing ways to reduce tire waste and costs related to tire performance, it was determined that the majority of premature tire failures could be prevented by encouraging better driving behaviour. The technology and innovation team together with the FRO team implemented a pilot program to influence behaviours, including using targeted messaging, training, peer support and leadership reinforcement, along with tracking, analyzing and displaying data to reflect the new results. By mid-2022, the percentage of tires failing under 3,500 hours was reduced by 20%.

Red Dog Operations and the Toxics Release Inventory

Every year, Red Dog is listed on the United States Environmental Protection Agency (EPA) Toxics Release Inventory (TRI) due to the volumes of rock and ore safely moved at the mine site each year. Red Dog is required to report the amount of materials moved at the mine site due to the grades of zinc and lead naturally occurring in the rocks. This is part of the mining process and does not indicate any health or environmental effect, including any releases of materials from Red Dog to the environment. The Alaska Department of Environmental Conservation (DEC) has also responded to the TRI, noting that almost all of the releases from TRI facilities in Alaska are regulated under strict EPA and state of Alaska permits, with monitoring and compliance requirements designed to prevent human and environmental harm.

Significant Incidents and Non-Compliance Related to Hazardous Materials and Waste Management

We assess the severity of environmental incidents, spills, and non-compliances based on potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant incidents related to waste management in 2022. There were no significant charges, fines or penalties for non-compliance related to waste management in 2022.

Spills

Teck has extensive environmental risk mitigation, reporting, response and remediation protocols outlined in our Health, Safety, Environment and Community (HSEC) Standards. In 2022, there were no significant spills.

In May 2022, our Elkview Operations (EVO) received a $198,000 Determination of Administrative Penalty from the B.C. Ministry of Environment and Climate Change Strategy for unauthorized discharges of process slurry and tailings from the EVO Coal Processing Plant and tailings transfer lines. This incident did not result in off-site discharge, and EVO undertook investigations to identify root causes for each spill and completed repairs, upgrades and training to prevent reoccurrence. EVO is continuing efforts to minimize the potential for spills at the processing plant by implementing a Plant Spill Action Plan, by adding dedicated resources to address this issue, and by focusing efforts on spill areas with the highest volume and risk to the environment.

Adding Value and Managing Product Impacts through Materials Stewardship

All Teck products are listed on a master material list that is managed by Teck's Materials Stewardship Committee (MSC). For products to be added to the list, a detailed application is submitted to the MSC. Products are assessed annually on their whole product life cycle and may include customer assessments, legal jurisdiction reviews, logistics and form of transportation, hazardous materials and emergency response, contracts and financial rate of return. No new products were added to the master material list in 2022.

The MSC also commissions and conducts site assessments to help ensure that products are properly used and that wastes are appropriately managed along the supply chain to smelters, refineries, and other downstream end users. These assessments allow us to uphold customer relations and regulatory requirements. In 2022, Teck carried out 14 logistics and customer site assessments.

Similar risk management practices are applied to hazardous wastes that are generated at Teck sites. The MSC has developed various tools to assess off-site disposal facilities, thereby reducing our long-term risk profile and financial exposure. In 2021, Teck announced our formal commitment to The Copper Mark, a voluntary assurance framework to promote responsible production practices. Teck's Highland Valley Copper Operations were assessed and independently verified against The Copper Mark's responsible production criteria and were awarded the Copper Mark in 2022, and we plan to apply for the certification of Carmen de Andacollo Operations and Quebrada Blanca Operations in 2023.

Responding to Regulatory Requirements

Our materials stewardship efforts have expanded in recent years to meet growing regulatory pressures on mineral concentrates. These are manifested, for example, in the International Maritime Organization bulk cargo requirements, Chinese import restrictions and the Minamata Convention for Mercury. These requirements and restrictions now affect mining companies and smelters globally and Teck specifically, in the same way that Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations have defined chemical management programs for refined metals, alloys and compounds in the European Union since 2006.

Technology and Innovation

Teck, along with project partners, is creating the first integrative platform for collecting, storing and analyzing the genomic data of water, soil and rock environments. The Supercluster Mining Microbiome Analytics Platform (MMAP) project will extract the DNA from more than 15,000 mining site samples to identify naturally occurring and synthetic microbes that can replace chemicals used in the mineral extraction process and in remediation of mine sites. This data will be linked to geospatial data, climate data and chemical data to support global breakthroughs in biomining solutions for natural resource extraction and green site remediation.

This project aims to develop analytical tools that will enable understanding of what microbes in mining environments do, how they do it, and how this can be applied to improve sustainability in mining processes in areas including carbon sequestration, mineral processing, water treatment, tailings management, reduced air and water pollution, source control and reclamation. In addition to providing leadership for the program, Teck is providing 10,000 samples from a variety of mining environments over 2022 and 2023.

Tailings Management

Tailings are a common by-product of the mining process, and strong tailings management is a critical element in the safe design, construction, operation and closure of mines. While the design and management of tailings storage facilities has progressed significantly over time, there continue to be rare incidents of failure, and such failures can result in catastrophic consequences for surrounding local communities and the environment. As such, responsible tailings management is of utmost importance, and international standards such as the Global Industry Standard on Tailings Management (GISTM) provide a framework for safer, and more transparent, tailings facility management.[19] This new standard joins other actions taken by Teck, including adoption of the Mining Association of Canada (MAC) Toward Sustainable Mining (TSM) Initiative, that improve the safety of our tailings facilities toward the goal of zero harm.

Teck currently manages 14 active and 29 inactive or closed tailings facilities. In addition, Teck has 5 active and 32 inactive or closed Coarse Coal Refuse (CCR) stacks. Tailings storage facilities at all of Teck's operating and closed sites are designed to meet or exceed regulatory requirements, and we are continually improving the management of our facilities by developing and incorporating best practices. In 2022, Teck continued to play an active role in promoting leading practices for tailings facility management, both in our own operations and across the mining industry as part of the ICMM and the Mining Association of Canada (MAC). Teck was part of the Advisory Group that provided input to develop the GISTM, and we worked with ICMM to develop conformance protocols for its implementation. Teck is committed to implementation of the GISTM across our operating and legacy (closed) facilities in all jurisdictions, and all of our active tailings facilities will be operated in conformance with the standard by August 2023.

GRI Indicators

GRI 2-23, 2-24, 2-27, 3-3, 306-3, 306-4, 306-5, G4-MM3

This topic is considered one of the most material by our employees, local communities, government regulators, investors and society in the context of all Teck sites.

How Does Teck Manage This Topic?

Information about how we manage tailings, including relevant policies, management practices and systems, is available for download on our website.

[19] About Tailings. Global Tailings Review. 2022.

Pictured: Employees at Fording River Operations, Canada.

Zero
significant tailings-related environmental incidents

8
tailings governance reviews

100%
of our tailings facilities completed annual performance reviews performed by a third-party Engineer of Record

Case Study: Enhancing Safety in Tailings Management With Autonomous Tools

We manage tailings across their life cycle in a safe and environmentally responsible way. Bathymetry surveys, or surveys of a lakebed below water, provide information on water depth and the capacity of tailings facilities, allowing us to prepare safe and effective tailings deposition plans. However, conducting bathymetry surveys can be challenging, especially in less-than-ideal weather conditions. At our Highland Valley Copper Operations, we piloted autonomous bathymetry survey trials using Copperstone Technologies' autonomous vehicle. The vehicle uses the same tools used in the conventional survey method while following a predefined route, guided by GPS.

The autonomous bathymetry survey vehicle allows us to continue gathering accurate data to help responsibly manage our tailings facilities while improving efficiency and safety, supporting our vision of safe and responsible management of tailings across their life cycle.

Read the full case study at teck.com/news/stories.

Our Performance in Tailings Management in 2022

Our Targets and Commitments We are committed to conducting regular reviews of our tailings facilities and to being open and transparent with communities of interest (COIs) that could be affected by the tailings facility, including community members, employees and contractors, regarding the construction and management of our tailings facilities. Our regular reviews, which have six levels of protection, include a range of internal and external reviews that can create recommendations for continuous improvement. When these recommendations arise and when they align with best practices, we develop action plans based on findings, and we regularly assess the implementation of these plans. The following table summarizes our performance against our sustainability strategy and goals for tailings management.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Continue to manage our tailings across their life cycle in a safe and environmentally responsible way		
Goal: Preferentially consider milling and tailings technologies that use less water for both new mines and any mine life extensions at existing mines.	On track	Collaborated with industry peers in research and development activities. Participated in the ICMM tailings reduction technology initiative.
Goal: Expand the use of digitally connected surveillance technologies to assist in monitoring our tailings storage facilities.	On track	Implemented a digital tailings management system at our Carmen de Andacollo Operations (CdA). Expanded the use of real-time systems and remote sensing at several mining operations and closed sites.

Tailings Reviews

Internal and external reviews of our facilities and procedures are conducted to ensure we maintain the highest standard of safety and environmental protection, including following best practice guidance set by MAC and ICMM. Beyond the comprehensive internal and external reviews, an additional level of facility oversight is in place for our tailings facilities through our Tailings Working Group, which includes subject matter experts from across our business units and sites. This working group also maintains Teck's own tailings guidance and governance framework documents.

Internal Reviews

Staff Inspections

Tailings dams are inspected by trained operators and expert technical staff as frequently as several times daily, with formal staff inspections at least once per month.

Tailings Governance Reviews

Tailings Governance Reviews are carried out every second year at our operations and every third year at our legacy properties by internal subject matter experts. These governance reviews include confirmation that we have the personnel and procedures in place to meet our commitments, and that we are addressing recommendations for continual improvement from our external reviews in a meaningful and timely manner.

The governance reviews also evaluate the performance of our Engineers of Record and other external reviewers to look for signs of complacency or lack of succession planning by those outside of Teck who we rely upon as part of our overall management processes. Regarding joint venture projects, we have an ongoing process with the other shareholders of the Antamina mine that meets the requirements of our governance review process.

From the governance review process in 2022, there were no significant findings related to dam safety; several opportunities to further develop existing systems were identified and are being actioned by the sites. As a result of our ongoing Tailings Governance Review processes and based on themes from MAC and ICMM advancements, we have strengthened our guidance related to change management, roles and responsibilities, enhancing integration of risk evaluation and identifying critical controls.

Through 2022, our governance reviews included consideration of GISTM requirements in preparation of reporting of conformance to GISTM. Teck is committed to conforming with GISTM requirements at all active tailings facilities and at inactive or closed tailings facilities with very high consequences of failure by August 2023.

External Reviews

Annual Facility Performance Reviews and Dam Safety Reviews

At each of our facilities, an Annual Facility Performance Review (AFPR) is conducted by an Engineer of Record (EoR), who is a fully licensed and qualified individual vetted by our Tailings Working Group. Independent, qualified engineers also conduct periodic Dam Safety Reviews (DSRs), with timing dependent upon the nature of the facility. AFPRs and DSRs are conducted to evaluate the physical performance of the facility, as well as Teck's conformance to international best practices, our internal policy/standards and applicable regulatory requirements. AFPRs and other information about our tailings facilities, both operating and legacy, are available on our website at www.teck.com/tailings.

Independent Review Boards

In addition to the review work involved in the AFPRs and DSRs, another key element of Teck's review process is the use of Independent Review Boards. These boards typically consist of two to four very senior individuals recognized within the industry as subject matter experts. The review board provides third-party review of design, construction, operation, surveillance and maintenance of our storage facilities, and will meet from once to several times per year, depending upon the nature of the facility and the issues being considered. The results from the Independent Review Board assessments are communicated directly to senior management.

Tailings Reviews Conducted in 2022

All of our tailings facilities are reviewed against our internal policy and guidance documentation on a regular schedule, as described in Table 12. In 2022, all tailings facilities at Teck had their AFPRs completed as planned. Independent Review Boards met at least once in 2022, with boards responsible for larger facilities meeting several times. Dam Safety Reviews and Teck's Tailings Governance Reviews were also completed as planned at all sites except the Tailings Governance Review at the Fort Hills joint venture, which was cancelled due to divestment of the asset.

External Reviews (continued)

Table 12: Teck 2022 Tailings Review Status

Business Unit	Site	Annual Facility Review	Dam Safety Review	Independent Review Board Activity	Tailings Governance Review	Comment
Base Metals	Antamina	●	■	●	2022	Joint Venture (non-operator)
Base Metals	Carmen de Andacollo	●	■	●	2022	
Base Metals	Highland Valley Copper	●	■	●	2022	
Base Metals	Quebrada Blanca 2	●	■	●	2022	Operations commence in 2023
Base Metals	Red Dog	●	■	●	2021	
Steelmaking Coal	Elkview	●	■	●	2022	
Steelmaking Coal	Fording River	●	■	●	2021	
Steelmaking Coal	Greenhills	●	■	●	2022	
Steelmaking Coal	Line Creek	●	■	●	2021	
Legacy	Beaverdell	●	■	●	2021	
Legacy	Bullmoose	●	■	●	2021	
Legacy	Douglas	●	■	●	Planned in 2023	Stable dry impoundment
Legacy	Duck Pond	●	■	●	2022	
Legacy	Fisherman Road	●	■	●	Planned in 2023	
Legacy	Lennard Shelf	●	■	Planned in 2023	Planned in 2023	Stable dry stack
Legacy	Louvicourt	●	■	●	2020	
Legacy	Magmont	●	■	●	2022	
Legacy	Pend Oreille	●	■	●	2021	
Legacy	Pinchi	●	■	●	2021	
Legacy	Pine Point	●	■	●	2022	
Legacy	Quintette	●	■	●	2021	
Legacy	Sa Dena Hes	●	■	●	Planned in 2023	
Legacy	Sullivan	●	■	●	2020	

● Completed as planned. ■ Dam Safety Reviews up to date per required frequency (between three and 10 years dependent upon potential consequence).
○ Review Board formed: first review in 2022 and next in 2023.

Special Reviews

In addition to internal and external reviews, Teck will occasionally complete a special review of our facilities. The Mount Polley event (2014), the Samarco event (2015) and the Brumadinho event (2019) triggered such reviews. These reviews concluded that no immediate or emerging threats of catastrophic failures were apparent within Teck's tailings facilities.

Tailings Performance in 2022

Total tailings and fine coal refuse generated from processing ore and raw coal, stored in the 13 operating tailings facilities at our mining operations, are reported in Figure 17. This total does not include our minority joint venture operation at Antamina.

Figure 17: Tailings (including Fine Coal Refuse) Generated from Processing Ore and Raw Coal (million tonnes)

62 million tonnes	65 million tonnes	72 million tonnes	74 million tonnes
2022	2021	2020	2019
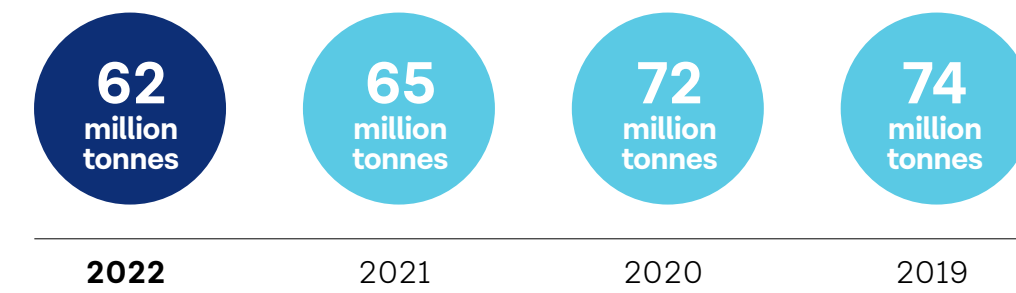
Tailings Incidents

Building on our strong track record of tailings management, in 2022, we had zero significant incidents at our tailings storage facilities. All of our facilities performed as intended, with their inspections and assorted internal and external reviews conducted as scheduled, with the exception of the Tailings Governance Review at Fort Hills, which was cancelled due to divestment of the asset.

Technology and Innovation

RACE is developing and implementing a Digital Tailings Management System (DTMS) to support the use of digitally connected surveillance technologies to assist in monitoring our tailings storage facilities. The DTMS is a digital solution that will centralize and allow the use of data analytics for tailings facilities management aspects including geotechnical monitoring, construction and operations for our Carmen de Andacollo (CdA) and Quebrada Blanca (QB) sites in Chile. The system will allow Teck to facilitate compliance with legal requirements, monitor our tailings facilities in near real time, quicken our response to events with Trigger Action Response Plans (TARPs) and combine the best practices and technologies that Teck has available. Implementation of the DTMS at CdA and QB sites will be completed by the end of 2023. This project directly supports our priority to continue to manage our tailings across their life cycle in a safe and environmentally responsible way.

Industry Association Activities

Teck was an active participant in the development of ICMM's Tailings Position Statement and Governance Framework, and is a participant in ICMM's leadership work on a long-term goal of developing safe and sustainable alternatives to conventional wet tailings facilities. We were an active member of the Advisory Group helping to create the GISTM, published in August 2020 by the ICMM, United Nations Environment Programme (UNEP) and Principles for Responsible Investment (PRI). This serves as the industry-leading standard for the safer management of tailings storage facilities. We actively supported the development of the ICMM Tailings Management Good Practice Guide and Conformance Protocols, which facilitate implementation of the GISTM.

Teck is also part of the MAC Tailings Working Group, which has been responsible for providing industry-leading best practice guidance, including key industry guidance documents. Teck continues to use the MAC Tailings Protocol's Table of Conformance as one component of our Governance Review process at our sites.

Transparency and Disclosure

We remain committed to being open and transparent with COIs that could be affected by our tailings facilities, including community members, employees and contractors, regarding our tailings facilities. As such, we make information on our approach to tailings management, a detailed list of facilities and copies of recent AFPRs available on our website. We have also provided detailed information about our tailings facilities through responses to the Investor Mining & Tailings Safety Initiative chaired by the Church of England Pensions Board and the Swedish Council on Ethics for the AP Funds.

Water Stewardship

Water is an essential resource for people, communities and the environment. It is also a core element of natural capital utilized by many business activities. Natural resource crises, including water, are among the top 10 global risks identified by the World Economic Forum's 2022 Global Risks Report.[20] Additionally, the latest Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report states that risks related to physical water availability and water-related hazards will increase in the mid to long term.[21]

Water is essential to mining, as it is used in several activities, including mineral processing, dust suppression and employee use. Mining can affect both the availability and the quality of water in surrounding environments, which requires careful planning and mitigation actions to minimize these impacts.

Teck recognizes that responsible water management is essential for the protection of water for the communities in the watersheds where we operate. Responsible water management includes the protection of water quality downstream of our operations, improving water use efficiency, and engaging with communities of interest (COIs) on watershed management. To address risks related to the drought in Chile,[22] we have a strategic priority to transition to seawater or low-quality water sources for all operations in water-scarce regions by 2040. We are producing water from the new desalination plant at our Quebrada Blanca Phase 2 (QB2) project, which will allow us to avoid using fresh water in this water-scarce region.

In 2022, we continued to implement the Elk Valley Water Quality Plan at our steelmaking coal operations in southeast British Columbia. This year, construction and commissioning activities resulted in a total constructed treatment capacity of up to 77.5 million litres of water per day. For more information, see the Managing Water Quality in the Elk Valley section on page 36, as well as page 25 of our 2022 Annual Report.

GRI Indicators

GRI 3-3, 2-23, 2-24, 2-25, 2-27, 303, 303-1, 303-2, 303-3, 303-4, 303-5, 306-3

This topic is considered one of the most material by our shareholders, employees, local communities, regulators and society in the context of Teck's operations.

How Does Teck Manage This Topic?

Information about how we steward water, including relevant policies and our management practices and systems, is available for download on our website.

---

[20] The Global Risks Report 2022. World Economic Forum. 2022. [21] AR6 Summary for Policymakers. IPCC. 2022.
[22] 'Consequences will be dire': Chile's water crisis is reaching breaking point. The Guardian. 2022.

Pictured: Employee in the Elk Valley, Canada.

2022 Highlights

74%

the percentage of water reused and recycled on average at mining operations

Completed the construction of a seawater desalination facility at Quebrada Blanca Phase 2 (QB2) project

Completed our fourth water treatment facility at our steelmaking coal operations; by the end of 2022, we had capacity to treat up to 77.5 million litres per day

Case Study: Update on QB2 Desalination Plant

As part of Teck's focus on responsible mining and resource management, one of our strategic priorities is to transition to seawater or low-quality water sources for all operations in water-scarce regions by 2040. The construction and implementation of a seawater desalination facility at our Quebrada Blanca Phase 2 (QB2) copper project in Chile marks a milestone in achieving these goals by using seawater for mineral processing, rather than scarce fresh water, which is the case in the dry northern region. The desalination facility will use reverse osmosis, a water purification process that will force the seawater through a semi-permeable membrane, to reduce the dissolved salt content of saline water to a usable level. The desalination facility will supply water to all production processes at QB2 starting in 2023, with the possibility of providing additional water to other users in the area in the future.

Read the full case study at teck.com/news/stories.

Our Targets and Commitments Teck is committed to responsible management of water resources, and to protecting water quality and water access where we operate. The following table summarizes our performance against our sustainability strategy and goals for water stewardship.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Transition to seawater or low-quality water sources for all operations in water-scarce regions by 2040		
Goal: By 2025, design all development projects in water-scarce regions with a seawater or low-quality water source.	On Track	Completed the construction of a seawater desalination facility at QB2.
Strategic Priority: Implement innovative water management and water treatment solutions to protect water quality downstream of our operations		
Goal: By 2025, implement new source control or mine design strategies and water treatment systems to further advance efforts to manage water quality at our operations.	On Track	Completed our fourth water treatment facility at our steelmaking coal operations. By the end of 2022, our treatment capacity increased from 47.5 million litres per day to up to 77.5 million litres per day.

Performance Metrics

Indicator

Percentage of water reused and recycled at mining operations

2022:	74%
2021:	75%
2020:	77%

Indicator

Significant[1] water-related incidents

2022:	0
2021:	0[2]
2020:	0

(1) Teck uses a risk management consequence matrix to determine incident severity, which includes environmental, safety, community, reputational, legal and financial aspects. "Significant incidents" includes incidents assessed as Level 4 or Level 5 based on our risk matrix and guidance.
(2) The fish decline in the Upper Fording River is not classified as a significant water-related incident in accordance with our incident reporting system, as it has not been connected to a specific incident under our control. However, the decline is a significant event that Teck is taking very seriously, and we are fully committed to a thorough and extensive evaluation of cause and implementation of the comprehensive recovery plan.

Managing Water Quality in the Elk Valley

In 2022, we continued to implement the Elk Valley Water Quality Plan (the Plan), a long-term approach to address the management of selenium and other substances released by mining activities in the Elk Valley. The Plan was approved in 2014 by the B.C. Minister of Environment and developed in cooperation with governments in Canada and the U.S. as well as with Indigenous groups, communities, independent scientific experts and others. The goal of the Plan is to stabilize and reverse the trend of mine-related substances and to maintain the health of the watershed while allowing for continued sustainable mining in the region where our steelmaking coal operations are located. The Plan is among the largest water quality management programs in the world, and Teck is making significant progress in advancing the Plan and protecting water quality in the Elk Valley.

The Plan establishes short-, medium- and long-term water quality targets, which are protective of the environment and human health, for selenium, nitrate, sulphate and cadmium, as well as a plan to manage calcite formation. In 2022, we continued to implement a range of practices and mitigation projects as part of the Plan, including increasing our overall total treatment capacity up to 77.5 million litres per day; this is a fourfold increase in treatment capacity over 2020. See more details in the Water Treatment Facilities section.

To date, total spend (capital, research and development, operating costs, etc.) related to water treatment in the Elk Valley has been more than $1.2 billion; by 2024, we plan to invest up to a further $550 million of capital in work to protect the watershed. For information on our management of water quality in the Elk Valley, see page 25 of our 2022 Annual Report and our website.

In 2022, we published the 2022 Implementation Plan Adjustment (IPA), which is Teck's third water treatment mitigation plan and the second adjustment since the Initial Implementation Plan. Through the development of the 2022 IPA, Teck provided opportunities to share information and gather feedback from external parties, including the Ktunaxa and other governments.

Monitoring Aquatic Health

Teck conducts ongoing aquatic health studies and monitoring in the Elk Valley and makes these reports public to help advance community knowledge and scientific understanding. Water and sediment quality, habitat conditions and biota (e.g., fish, bugs) are common monitoring endpoints to support the evaluation of aquatic health in a watershed.

Water quality sampling is completed routinely at more than 150 locations across the Elk Valley. Monitoring shows that selenium concentrations have been reduced downstream of our water treatment facilities. Our permit sets water quality concentration limits for selenium, nitrate, sulphate and cadmium; since 2015, water quality has met these limits 94% of the time, on average. There are 14 locations with water quality concentration limits downstream from the mine sites. At each of these locations, limits become more stringent over time. We have prepared the 2022 IPA to achieve full compliance as soon as possible. Our timelines consider design, permitting, construction and operating schedules. We expect improved compliance as additional water treatment facilities are constructed and become operational, with full compliance at all locations by mid-2028. Our compliance evaluation is continuously evolving as mitigation projects progress and will inform future updates to the IPA.

Routine monitoring found that the abundance of westslope cutthroat trout (WCT) in the upper Fording River had declined between 2017 and 2019. Teck established an Evaluation of Cause (EoC) team of external experts to investigate the possible causes of the fish count declines in this area. The team found that the declines were caused by the interaction of extreme ice conditions, sparse overwintering habitats and restrictive fish passage conditions during the fall 2018 migration period. The findings indicate water quality constituents, including selenium, were not a primary contributor to the decline. Based on monitoring data analyzed through 2021, fish health metrics suggest a diverse and productive population of WCT.

In a separate watershed (which includes Harmer and Grave creeks), results of WCT population monitoring indicated that a negligible number of individuals were added to the WCT population in 2018 and 2019 in Harmer Creek. The abundance of adult WCT in the Harmer Creek population has remained comparatively small but stable, throughout both the historical period and recent years. An evaluation of cause assessment has been performed, and the findings suggested the small size of fish before winter was likely related to natural conditions, specifically short growing season and natural low water temperatures and, to a lesser extent, reduced growth that may have resulted from young fish being exposed to selenium. More recent fish monitoring indicated that recruitment of juvenile fish in the Harmer Creek population was higher in 2020 than from 2017 to 2019 and considered sufficient for the population to remain stable over the long term.

In 2022, Teck continued to support recovery and improved resilience of the WCT populations and is working with government regulators and the Ktunaxa Nation Council to develop and implement a comprehensive recovery strategy. Details of our rehabilitation of fish habitats can be found alongside monitoring reports and EoC reports on our website.

Annual reports about our ongoing monitoring programs, which are prepared by professional scientists, reflect data generated since the Elk Valley Water Quality Plan was approved. The reports have been reviewed by the Environmental Monitoring Committee (EMC), a group that provides science-based and Ktunaxa traditional knowledge advice and input to Teck, and to the B.C. Ministry of Environment and Climate Change Strategy regarding monitoring designs and reports in the Elk Valley. The EMC includes representatives from the Ministry of Environment and Climate Change Strategy; Ministry of Energy, Mines and Low Carbon Innovation; Ktunaxa Nation Council; Interior Health; an independent scientist; and Teck. Read the 2022 EMC Report available on our website.

Water Treatment Facilities

We increased our treatment capacity through the construction of active water treatment facilities (AWTFs) and through the successful implementation of our innovative saturated rock fill (SRF) technology, a nature-inspired water treatment solution that effectively removes compounds such as selenium and nitrate from water.

By the end of 2022, Teck's water treatment facilities in the Elk Valley included:

· Our first facility, West Line Creek Water Treatment Facility, successfully treating up to **7.5 million litres** of water per day

· Our second facility, Elkview Saturated Rock Fill, successfully treating up to **20 million litres** of water per day

· Our third facility, Fording River South Water Treatment Facility, successfully treating up to **20 million litres** of water per day

· Our fourth facility, Fording River North Saturated Rock Fill, has a constructed treatment capacity of up to **30 million litres** of water per day

By the end of 2022, Teck had constructed capacity to treat up to 77.5 million litres per day — more than quadruple our treatment capacity in 2020 of 17.5 million litres per day. With treatment capacity ramping up, we expect to achieve one of the primary objectives of the Elk Valley Water Quality plan: stabilizing and reducing the selenium trend in the Elk Valley and Koocanusa. Our water modelling projections show that selenium concentrations are expected to continue to decline next year.

We also completed the Kilmarnock Water Diversion, a clean water diversion structure at Fording River Operations (FRO), that is conveying up to 86 million litres of water per day, reducing the volume of water affected by waste rock and thereby reducing the amount of water that needs to be treated.

More information on Teck's most recent plans and progress implementing the EVWQP can be found in our 2022 IPA Overview.

Managing Water Quality in the Elk Valley (continued)

Reducing Nitrate in Blasting

Our comprehensive research and development program has led to the creation of a new nitrate prevention technique that uses liners that prevent explosives with nitrate from coming into contact with water, with the goal of significantly reducing the amount of nitrate in the environment. This technique was successfully piloted in 2019 at our steelmaking coal operations. In 2022, 88% of all explosives were loaded in a liner at our steelmaking coal operations.

Research and Development

Teck is focused on continued Research and Development (R&D) to improve water quality in the short and long term. Examples of this work include:

- **Source control:** Aggressively pursuing the use of source control technologies in our mined rock facilities, and constructing mined rock facilities to limit air entry and the corresponding natural reactions that generate constituents of interest; in 2021, we advanced our first example of this technology at Cedar North at Elkview Operations

- **Alternative water treatment technologies:** Exploring the use of smaller in situ water treatment facilities that can be built much closer to where treatment is needed, and evaluating emerging treatment technologies that target mine water constituents of interest

- **Mined rock covers:** Evaluation of different forms of covers, ranging from vegetative to geomembrane covers, for mined rock piles

- **Water Diversions:** Clean water diversions can reduce the volume of water affected by waste rock, thereby reducing the amount of water that needs to be treated; we are assessing the contribution of diversions to water quality performance through the construction and monitoring of the Kilmarnock Creek Diversion at Fording River Operations (FRO), which was completed in 2022 and is conveying up to 86 million litres of water per day

Capital spending on water treatment (AWTFs and SRFs) and water management (source control, calcite management and tributary management) was $184 million in 2022. Research and development costs related to water management were $28.5 million in 2022.

Community Engagement on Water

Access to clean and sufficient water by users in our areas of influence is important to us and to our COIs. When implementing our water management practices, we consider and engage with other water users in the watersheds where we operate. In 2022, we engaged with local communities and Indigenous Peoples on water management, including our work in the Elk Valley on water quality, as well as on key projects such as QB2, the proposed Highland Valley Copper 2040 project and the proposed Fording River Extension project. We also engaged in watershed level discussions in the Elk Valley on the Area Based Management Plan, the Fraser Council at our Highland Valley Copper Operations, the Mesa Hídrica de Pan de Azúcar at the Carmen de Andacollo Operations and the Singagmiut Working Group at our Red Dog Operations.

Improving Water Efficiency

At Teck, we use water primarily for material processing and transport, cooling and dust control. A portion of the water we use is consumed through entrainment in our products and tailings or through evaporative processes. The water we use is typically obtained from where our operations interface with surface water and groundwater systems, and we are transitioning to seawater sources in water-scarce regions such as northern Chile. We manage and discharge a significant amount of water without use (water that is actively managed without intent to supply the operational water demands), and we discharge this water as close as practical to the source location. The water we discharge is monitored and treated where necessary.

We monitor water data at all our operations and are working to incorporate the data into scenario planning using site-wide water balances.[23] The company-wide water balance (Figure 18) is the aggregation of all the site-wide water balances. This water balance is complex due to the variability of natural factors such as rainfall, snowmelt, and the diversity of the climates and geological conditions where our operations are located. Understanding our site-wide and company-wide water balances is key to improving water management practices and enabling better decision-making.

Our water data collection and reporting is aligned with the ICMM's *A Practical Guide to Consistent Water Reporting*. Our detailed water data is provided in our Sustainability Performance Data.

Table 13: Water Withdrawals and Water Reused and Recycled — Megalitres (ML)

All Operations	2022	2021	2020	2019
Water withdrawals (ML)	**117,327**	117,262	118,284	127,018
Water reused/recycled (ML)	**134,131**	138,812	157,641	148,914
Mining operations				
Water withdrawals (ML)	**47,701**	45,222	47,739	51,954
Water reused/recycled (ML)	**134,131**	138,812	157,641	148,914
Percentage of water reused and recycled (ratio of reused/recycled and withdrawals)	**74%**	N/A	N/A	N/A

[23] Site-wide water balances provide an understanding of water withdrawals, consumption, reuse/recycle and discharge volumes at each operation. Water balances are developed using a mix of measurements and modelling computation.

Teck 2022 Sustainability Report | Purpose in Action | **Water Stewardship** **37**

Improving Water Efficiency (continued)

Figure 18: Company-Wide Operational Water Balance — Megalitres (ML)

Surface Water In: 92,171	
Groundwater In: 25,145	
Seawater In: 7	
Third Party In: 4	

Water Withdrawal 117,327

Other Managed Water In: 184,327

Operations — Water Consumption: 52,904 / Change in Storage: 13,079

Reused/Recycled Water 134,131

Water Discharge 235,671

Surface Water Out: 218,093	
Groundwater Out: 15,287	
Seawater Out: 80	
Third Party Out: 2,212	
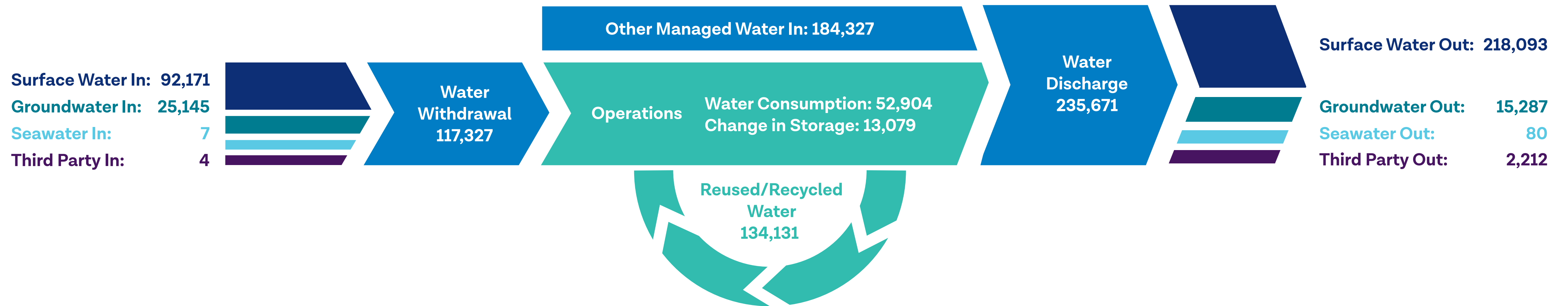
Water withdrawal: All water that enters the operational water system and is used to supply the operational water demands.

Other managed water: Water that is actively managed without intent to supply the operational water demands.

Water discharge: Water that is released back to the water environment or to a third party.

Water consumption: Water that is permanently removed, by evaporation, entrainment (in product or waste) or other losses, and not returned to the water environment or a third party.

Reused and recycled water: Water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Change in water storage: The net change (positive or negative) in the volume of water stored over the accounting period; a positive number indicates water accumulation, and a negative number indicates water reduction.

Types of Water

Surface water: Water from precipitation and runoff that is not diverted around the operations; includes water inputs from surface waterbodies that may be located within the boundaries of our operations.

Groundwater: Water from beneath the earth's surface that collects or flows in the porous spaces in soil and rock that is not diverted around the operations.

Third-party sources: Water supplied by an entity external to the operation, such as from a municipality; we do not use wastewater from other organizations.

Seawater: Water obtained from a sea or ocean.

In 2022, an average of 74% of water was reused or recycled at our operations. This means that 74% of water used was recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Trail Operations accounts for 59% of our water withdrawals. Almost all the water used at Trail Operations is for cooling purposes, meaning that it does not come into contact with chemicals or reagents, and the only change it undergoes is a slight increase in temperature before being returned to the environment within regulatory-approved conditions. In 2022, our water withdrawals were nearly the same as in 2021. Our total water consumption in areas with water stress was 11,040 ML in 2022. Additional water data is provided in our Sustainability Performance Data.

Improving Water Efficiency (continued)

Metal Leaching and Acid Rock Drainage (ML/ARD)

Teck thoroughly evaluates the potential for ML/ARD in the exploration and feasibility design stages, and appropriate plans, controls and water management infrastructure are put in place for construction, operation and closure. We design and operate for closure and consider the potential for ML/ARD generation and required mitigation measures at every step of project development. All of these evaluations are contained in publicly available environmental assessment documents submitted to regulatory authorities. Also see our Approach to Water Stewardship for more details.

Technology and Innovation

In 2022, Teck implemented several initiatives across our organization to improve water use, monitoring and efficiency. At FRO, we advanced development of a digital tool that displays real-time water quality and flow rate results that are used by the operation to inform water management decisions. The Advanced Water Dispatch System provides enhanced water management capabilities at FRO, combining water flow and water quality data to provide recommendations for water management across the mine site. These advancements will enable enhanced short- and long-range planning of water management with the goal of improving operational efficiency, data analytics and real-time decision-making and response capabilities. In addition to supporting regional water quality and quantity objectives and Teck's sustainability priorities, the Advanced Water Dispatch System enhances both response time and safety by allowing water monitoring and management to be conducted remotely.

Water-Related Compliance

Non-Compliances and Significant Water-Related Incidents

We continue to implement the water quality improvement measures identified in the Elk Valley Water Quality Plan. The pace of construction of some of the water treatment facilities was hindered by challenges related to the treatment technology and, more recently, as a result of the COVID-19 pandemic. Partly due to the slower-than-anticipated pace of construction, we have recorded non-compliances in relation to certain of the permit limits in the Elk Valley. To address these non-compliances, we are aggressively advancing construction of several water treatment facilities and we are implementing other water quality improvement measures in parallel, such as reducing nitrate from blasting, and accelerating research and development projects in the areas of source control, water diversions and mine rock cover systems.

We assess the severity of environmental incidents based on the potential environmental, safety, community, reputational and financial impacts. Based on our incident severity criteria, there were no significant water-related incidents in 2022.

Litigation

Teck continues studies under the 2006 settlement agreement with the U.S. Environmental Protection Agency (EPA) to conduct a remedial investigation on the Upper Columbia River in Washington state. The Lake Roosevelt litigation involving Teck in the Federal District Court for the Eastern District of Washington continues. In December 2012, on the basis of stipulated facts agreed between Teck and the plaintiffs, the Court found in favour of the plaintiffs in phase one of the case, issuing a declaratory judgment that Teck is liable under the Comprehensive Environmental Response, Compensation, and Liability Act for response costs, the amount of which will be determined in later phases of the case. A hearing with respect to natural resource damages and assessment costs is expected to follow in 2024. For more information, see pages 103–105 of our 2022 Annual Information Form.

Charges, Fines and Penalties

In 2022, our Fording River Operations (FRO) received a Determination of Administrative Penalty from the B.C. Ministry of Environment and Climate Change Strategy for $62,000 for failing to comply with the permit requirement to maintain the operation of the sewage treatment plant in good working order and for unauthorized bypasses in 2019 and 2020.

Health and Safety

Globally, every day, there are 7,500 work-related deaths: 6,500 from occupational diseases and 1,000 from occupational accidents.[24] In 2022, the International Labour Organization (ILO) amended the *ILO Declaration on Fundamental Principles and Rights at Work* to include "a safe and healthy working environment" as a fundamental principle and right at work.[25] Governments, social partners, employers, workers and other stakeholders must come together to promote the dialogue and cooperation required to create safe and healthy working environments.[26]

There is ongoing work in the mining sector to further reduce the health and safety hazards and risks associated with material movement, heavy equipment and production processes. Teck and other member companies of the International Council on Mining and Metals (ICMM) have set the collective goal of zero fatalities and are implementing measures to reduce injuries. ICMM has also established that occupational disease in mining results in more fatalities than has been recognized in the past. In response, the industry is increasingly implementing data science, automation and innovative technologies to address both discrete and occupational health and safety risks.[27]

Health and safety have long been a core value and strategic priority for Teck. We have a three-pillar approach within our current health and safety strategy: building a positive culture of safety, identifying and effectively controlling

our high-potential risks, and enhancing our prevention of occupational disease. During 2022 Teck continued to reduce COVID-19 risk through programs including pre-work rapid testing and promoting employee vaccination.

During 2022, Teck continued to reduce COVID-19 risk through programs including pre-work rapid testing and promoting employee vaccination.

In 2022, we improved our safety performance, as detailed on page 44. We also continued to implement exposure reduction plans emphasized on controlling exposures at source and advancing our occupational health surveillance programs. While our performance improvements are encouraging, we remain vigilant as we work to reach our ultimate goal of everyone going home safe and healthy every day.

GRI Indicators

2-23, 2-24, 2-25, 2-27, 3-3, 403, 403-8, 403-9, 403-10

This topic is considered one of the most material by our employees, contractors and regulators in the context of all Teck sites, and in contractor selection and management.

How Does Teck Manage This Topic?

Information about how we manage health and safety, including relevant policies, procedures, management practices and systems, is available for download on our website.

[24] Safety + Health for All: An ILO Flagship Programme. ILO. 2022. [25] A safe and healthy working environment is a fundamental principle and right at work. ILO. 2022.
[26] ILO's Flagship Programme Safety + Health for All launches its second phase, reaching up to 138 million workers worldwide. ILO. 2022.
[27] Top 10 Business Risks and Opportunities for Mining and Metals in 2023. EY. 2022.

Pictured: Employees at the Quebrada Blanca Phase 2 project, Chile.

23% reduction in High-Potential Incident Frequency at Teck-managed operations

15% reduction in Lost-Time Disabling Injury Frequency (LTDIF)

67% improvement in Vehicle High-Potential Incident Frequency

Over **35,000** recorded critical control verifications conducted

259 exposure reduction actions completed as a part of site-based exposure reduction plans

Our Performance in Health and Safety in 2022

Our Targets and Commitments Health and safety is a core value at Teck; nothing is more important than the health and safety of our people. Teck has in place a set of standards, policy guidelines, operating procedures and systems that describe accountabilities, controls and other requirements for managing health and safety risks. These apply to all Teck sites and projects (excluding projects or operations in which Teck has an ownership interest but is not the principal operator), including 100% of employees and contractors. The following table summarizes our performance against our new sustainability strategy and goals for health and safety.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Eliminate fatalities, serious injuries and occupational disease		
Goal: Contribute to the elimination of fatalities and serious injuries through significantly enhanced critical control verification for fatal hazards.	On track	Continued to advance our critical control program with the release of two additional standards with critical control verifications (CCVs) across Teck. In 2022, more than 35,000 CCVs were completed. Conducted review of program effectiveness resulting in a new operational working group to further improve the execution of High-Potential Risk Control.
Goal: By 2025, contribute to the elimination of occupational disease by implementing new technologies in real-time exposure monitoring to improve exposure controls for dust and welding fumes.	On track	Initiated a second trial of real-time particulate monitoring to evolve our use of this tool even further. This technology has become the cornerstone of our exposure monitoring programs for characterizing airborne particulates.

Performance Metrics

Indicator [1][2]
Work-related fatal injuries
Target
Zero fatalities

2022:	0
2021:	1
2020:	0

Indicator [1][2]
Lost-Time & Disabling Injury Frequency
Target
10% year-over-year reduction

2022:	15% reduction
2021:	11% reduction
2020:	23% reduction

Indicator [1][2]
Total Recordable Injury Frequency
Target
10% year-over-year reduction

2022:	17% reduction
2021:	10% reduction
2020:	17% reduction

Indicator [1][2]
High-Potential Incident Frequency
Target
Year-over-year improvement

2022:	23% reduction
2021:	38% reduction
2020:	32% reduction

Indicator [1][2]
Vehicle High-Potential Incident Frequency
Target
Year-over-year improvement

2022:	67% improvement
2021:	21% improvement
2020:	N/A

(1) All indicators include employees and contractors.
(2) Performance Metrics are related to performance of Teck-managed operations and do not include joint ventures.

Building a Positive Culture of Health and Safety

Launched in 2009, Courageous Safety Leadership (CSL) is a Teck safety program that focuses on challenging values, beliefs and attitudes towards safety, and builds commitment from individuals to work safely. In 2022, over 2,600 new employees and contractors participated in the Introduction to CSL training, and we are undertaking the development of a CSL refresher program targeting all employees and contractors to further recommit to safety and reinforce our safety culture. We expect this program to commence in 2023.

High-Potential Risk Control

As of the end of the year, all operations met their 2022 High-Potential Risk Control targets for conducting high-potential risk assessments and effectiveness reviews. These targets were to conduct at least four Work Team Risk Assessments and six Effectiveness Reviews per operation. As a result of these improved risk assessment efforts across the company, we identified opportunities and improved controls for key serious injury and fatality risks. In 2022, 116 detailed work team risk assessments and effectiveness reviews were conducted on high-risk tasks.

We also continued to review and update critical control standards and critical control verification criteria in line with our High-Potential Risk Control (HPRC) strategy. The implementation of this program allows us to routinely monitor for appropriate and effective critical controls. Teck has identified over 20 fatal hazards that form the basis of our program development. In 2022, we published critical controls for isolation of hazardous energy and for surface drilling operations. Each standard has been developed to highlight the critical controls that must be in place. To date, we have had 14 new or updated critical control standards. Associated with each standard are Critical Control Verification (CCV) criteria that are used routinely to check for the presence and effectiveness of the control. In 2022, we also focused on the implementation and execution of those CCVs, and over 35,000 CCVs were performed across the company.

A review of the HPRC program during 2022, which included external benchmarking, resulted in the development of a company-wide working group to further improve the program.

In addition to the overarching HPRC strategy, Teck has continued to advance our Vehicle Safety Strategy to eliminate serious injuries and fatalities from vehicle-related incidents. Vehicle-related incidents have historically represented Teck's single-largest category of High-Potential Incidents. Vehicle-related incidents typically result from a combination of three factors: the driver, the road environment and the vehicle itself. Improvement actions have been defined for each of these three key factors. Teck has a business performance metric to reduce vehicle-related High-Potential Incidents. To support this goal, in 2022, we developed guidance documents for traffic management plans and road designs, which, complemented with a road environment standard, will assist operations in improving the control and reduction of vehicle-related incidents. In 2022, we saw a 67% improvement in our Vehicle High-Potential Incident rate compared to 2021.

Occupational Health and Hygiene

We work to continuously advance our occupational health and hygiene programs to protect the long-term health of our workforce. All our operations were required to continue implementing exposure reduction plans in 2022. All exposure reduction plans are prioritized based on risk and must use engineering controls to control or eliminate exposures at their source. In 2022, the focus of many of our exposure reduction plans was on trialling in-cab filtration systems for our fleet, implementing or upgrading ventilation systems and further characterizing our particulate exposures using real-time particulate monitoring. Our real-time particulate monitoring technology continues to allow us to better pinpoint causes of exposures and plan for their control.

In 2022, we advanced our medical assessment program across our operations. This program screens at-risk individuals for the development of physical illness due to certain workplace exposures. This year, we completed a review of existing programs across operations and a review of the current corporate standard to identify opportunities for improvement.

Technology and Innovation

We are using sensor technology to reduce dust exposure. Following a successful pilot, we implemented real-time particulate monitoring (RTPM) throughout Teck in 2020 and 2021. In 2022, as a next step, Teck worked in partnership with a RTPM company specializing in aerosol physics to explore, design and develop solutions for an automated and fully integrated real-time particulate monitoring system. This multi-phased initiative will hopefully see this technology evolve from an investigative tool to an automated decision-assisted tool. Additionally, the respirable particle analytics (RPA) tool is being implemented at Teck's sites in the Elk Valley to break down dust exposure information by location and task. Through implementing the RPA tool, we can pinpoint the highest sources of dust exposure and implement specific controls based on location and task, supporting our focus on ensuring everyone goes home safe and healthy every day.

Case Study: Improving Health and Safety Through Mobile Proximity Detection

Vehicles are essential to day-to-day operations at mine sites, but collisions between these vehicles can result in serious injuries. To address this hazard, we have been installing mobile proximity detection technology in some vehicles at Teck sites. To prevent collisions, this technology warns drivers of their proximity to other vehicles and to obstacles. An antenna on the outside of the vehicle enables 360-degree visibility and signals. A computer in the cabin processes the signals and stores data, and an LED screen on the dashboard shows any warnings to the driver.

Technology and innovation like mobile proximity detection are not only critical to improving productivity; they are also critical to supporting Teck's health and safety goal of eliminating serious injuries. The efficacy of this new technology was assessed in 2022 by examining prior years' trends. Collision and proximity detection reduced the overall risk associated with vehicle interactions and contributed to a 67% reduction in Vehicle High-Potential Incident frequency in 2022 compared to the previous year.

Read the full case study at teck.com/news/stories.

Safety Performance

In 2022, our Total Recordable Injury Frequency (TRIF) was 17% lower than in 2021 and our Lost-Time Disabling Injury Frequency decreased year over year by 15% for Teck-operated sites.

Table 14: Health and Safety Performance — Teck Total [1],[3],[4],[5],[6],[7],[8],[9]

Teck Total	2022	2021	2020	2019
Total Recordable Injury Frequency	0.53	0.64	0.74	0.82
Lost-Time Injuries	108	113	85	90
Lost-Time Injury Frequency	0.22	0.27	0.29	0.34
Disabling Injury Frequency	0.10	0.11	0.14	0.20
Lost-Time Disabling Injury Frequency	0.32	0.38	0.43	0.54
Lost-Time Injury Severity	16.74	31.57	27.52	41
Number of Fatalities	0	1.2	0.4	1.2
Fatality Rate	0.00	0.003	0.001	0.004

Table 15: Health and Safety Performance — Teck-Operated [2],[3],[4],[5],[6],[7],[8],[9]

Teck Operated	2022	2021	2020	2019
Total Recordable Injury Frequency	0.55	0.66	0.73	0.88
Lost-Time Injuries	104	107	81	86
Lost-Time Injury Frequency	0.24	0.29	0.31	0.37
Disabling Injury Frequency	0.10	0.10	0.14	0.20
Lost-Time Disabling Injury Frequency	0.34	0.40	0.45	0.58
Lost-Time Injury Severity	18.52	31.85	21.64	43.16
Number of Fatalities	0	1	0	1
Fatality Rate	0.00	0.003	0.00	0.004

(1) Safety statistics in Table 14 include both employees and contractors at all of our locations (operations, projects, closed properties, exploration sites and offices). For Teck partnership sites, safety statistics are weighted in accordance with Teck's ownership of the operation and the type of data provided by each operation. The safety statistics weightings applied for Teck partnership sites are: Antamina mine (22.5%), Fort Hills (21.3%), Neptune Bulk Terminals (Coal) (100%) and NuevaUnión (50%). We define incidents according to the requirements of the U.S. Department of Labor's Mine Safety and Health Administration. Severity is calculated as the number of days missed due to Lost-Time Injuries per 200,000 hours worked.

(2) Safety statistics in Table 15 include both employees and contractors at all of our locations in which Teck holds majority ownership and directly manages (operations, projects, closed properties, exploration sites and offices). We define incidents according to the requirements of the U.S. Department of Labor's Mine Safety and Health Administration. Severity is calculated as the number of days missed due to Lost-Time Injuries per 200,000 hours worked.

(3) Decrease in severity in 2022 is in part a consequence of having no fatalities in 2022 versus 1 fatality in 2021. Each fatality results in counting 6,000 lost days.

(4) A Lost-Time Injury is an occupational injury that results in loss of one or more days beyond the initial day of the injury from the employee's scheduled work beyond the date of injury.

(5) A Disabling Injury is a work-related injury that, by orders of a qualified practitioner, designates a person, although at work, unable to perform their full range of regular work duties on the next scheduled work shift after the day of the injury.

(6) A fatality is defined as a work-related injury that results in the loss of life. These tables don't include deaths from occupational disease or illness.

(7) Frequency indicators in this table are calculated by the number of events in the period multiplied by 200,000 and divided by the number of exposure hours in the period, which refers to the total number of actual hours worked by employees/contractors at a site where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties. Hours of exposure may be calculated differently from site to site; for example, time sheets, estimations and data from human resources are inputs into the total number of exposure hours.

(8) In 2021, there was a transition period to align our Chilean sites to Teck's global definitions. Accordingly, QB2 2022 results are not comparable to previous reporting years.

(9) Non-material adjustments have been applied to 2021 Lost-Time Injury metrics to reflect historical accuracy.

Safety Performance (continued)

Table 16: Health and Safety Performance — Teck Operations and Projects – Excluding QB2[1]

Teck-Operated (excluding QB2)	2022	2021	2020	2019
Work Hours	**32,922,373**	30,036,649	28,269,774	30,662,207
Total Recordable Injury Frequency	**1.24**	1.37	1.18	1.27
Lost-Time Injury Frequency	**0.61**	0.63	0.50	0.52
Lost-Time Disabling Injury Frequency	**0.86**	0.89	0.75	0.82
Number of Fatalities	**0**	1	0	0

Table 17: Health and Safety Performance — Teck QB2[1],[2],[3]

Teck Operated (excluding QB2)	2022	2021	2020	2019
Work Hours	**54,558,671**	43,758,578	24,108,339	16,056,212
Total Recordable Injury Frequency	**0.14**	0.16	0.19	0.12
Lost-Time Injury Frequency	**0.01**	0.05	0.09	0.09
Lost-Time Disabling Injury Frequency	**0.02**	0.05	0.09	0.10
Number of Fatalities	**0**	0	0	1

(1) For reporting purposes, Teck's QB2 project has been included in our overall Teck-operated safety performance data in previous Sustainability Reports. We will continue to report it as such, and also in more detail in the interest of additional transparency. The above table shows performance data with the results delineated for the QB2 project and for the remainder of Teck-operated sites (without QB2).
(2) In 2021, there was a transition period to align our Chilean sites to Teck's global definitions. Accordingly, QB2 2022 results are not comparable to previous reporting years.
(3) During 2022, Teck QB2 accounted for 62% of Teck-operated hours.

High-Potential Incidents

High-Potential Incidents (HPIs) are incidents that have a reasonable likelihood to have caused a serious, permanently disabling, or fatal injury.[28] In 2022, our combined HPI frequency was 23% lower compared to 2021 at Teck-managed operations. Two Potentially Fatal Occurrences (PFOs)[29] were reported at Teck-operated locations. In each case, an investigation is undertaken and corrective actions are developed. Where relevant, the results are shared with all of our business units and operations in order to facilitate a
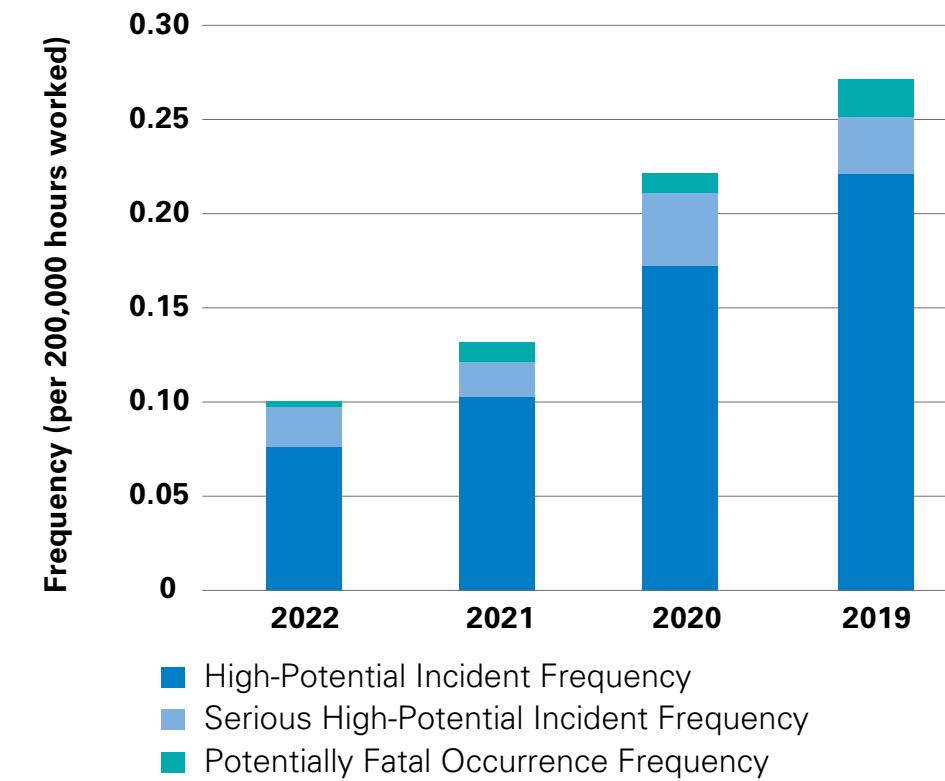
local gap analysis against the findings to prevent similar occurrences. We investigate potentially fatal occurrences to the same standard as fatalities.

While our total HPI frequency and severity have declined since 2017, we continue to focus on further improving our understanding of high-potential risk and control effectiveness. All HPIs were thoroughly investigated to identify corrective actions to minimize the potential for reoccurrence.

[28] Teck uses an HPI Classification Model to assess and determine HPIs, including Serious HPIs and PFOs.
[29] A PFO is an undesired high-potential occurrence with the reasonable likelihood to have, under slightly different circumstances, resulted in a fatal injury to an employee or contractor.

Figure 19: High-Potential Incident Performance — Teck Total[1],[2],[3]

- High-Potential Incident Frequency
- Serious High-Potential Incident Frequency
- Potentially Fatal Occurrence Frequency

Figure 20: High-Potential Incident Performance — Teck-Operated[1],[2],[4]

- High-Potential Incident Frequency
- Serious High-Potential Incident Frequency
- Potentially Fatal Occurrence Frequency

(1) Frequency indicators in Figures 19 and 20 are calculated by the number of events in the period multiplied by 200,000 and divided by the number of exposure hours in the period, which refers to the total number of actual hours worked by employees/contractors at a site where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties.
(2) Rounding of the individual numbers may cause a discrepancy in the total value.
(3) Safety statistics in Figure 19 include both employees and contractors at all of our locations (operations, projects, closed properties, exploration sites and offices). For Teck partnership sites, safety statistics are weighted in accordance with Teck's ownership of the operation and the type of data provided by each operation. The safety statistics weightings applied for Teck partnership sites are: Antamina mine (22.5%), Fort Hills (21.3%), Neptune Bulk Terminals (Coal) (100%) and NuevaUnión (50%).
(4) Safety statistics in Figure 20 include both employees and contractors at all of our locations in which Teck holds majority ownership and directly manages (operations, projects, closed properties, exploration sites and offices). For sites where Teck owns more than 50%, safety statistics are weighted 100%.

Figure 21: High-Potential Incident Performance — Teck Projects and Operations – Excluding QB2[1]
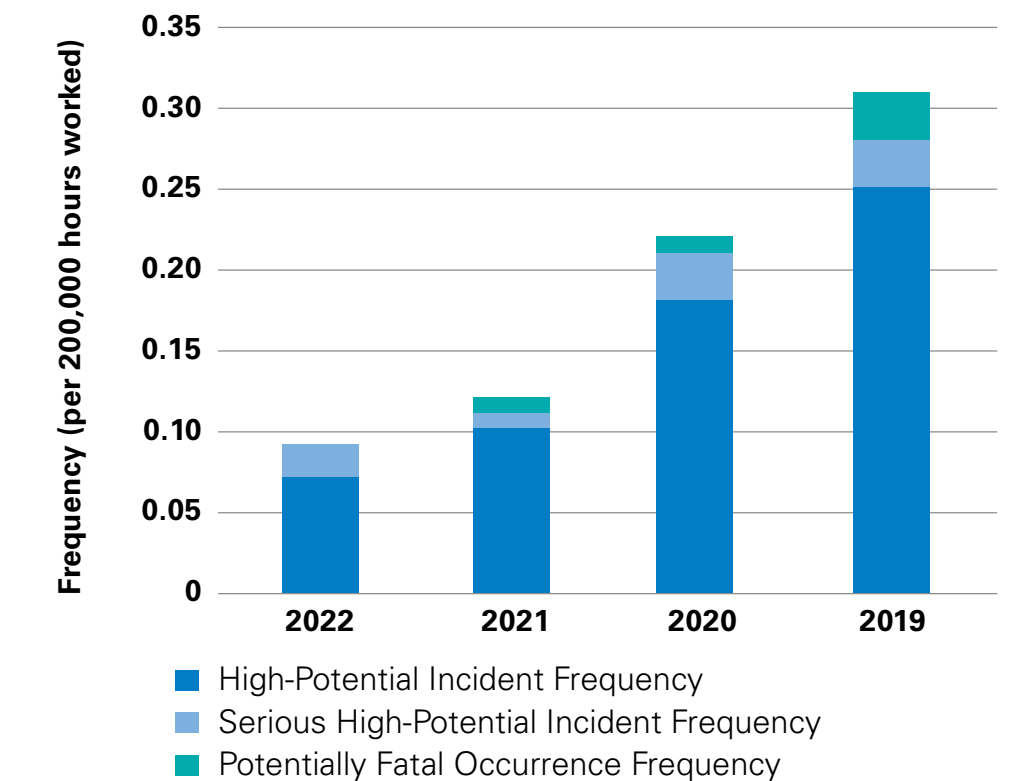

- High-Potential Incident Frequency
- Serious High-Potential Incident Frequency
- Potentially Fatal Occurrence Frequency
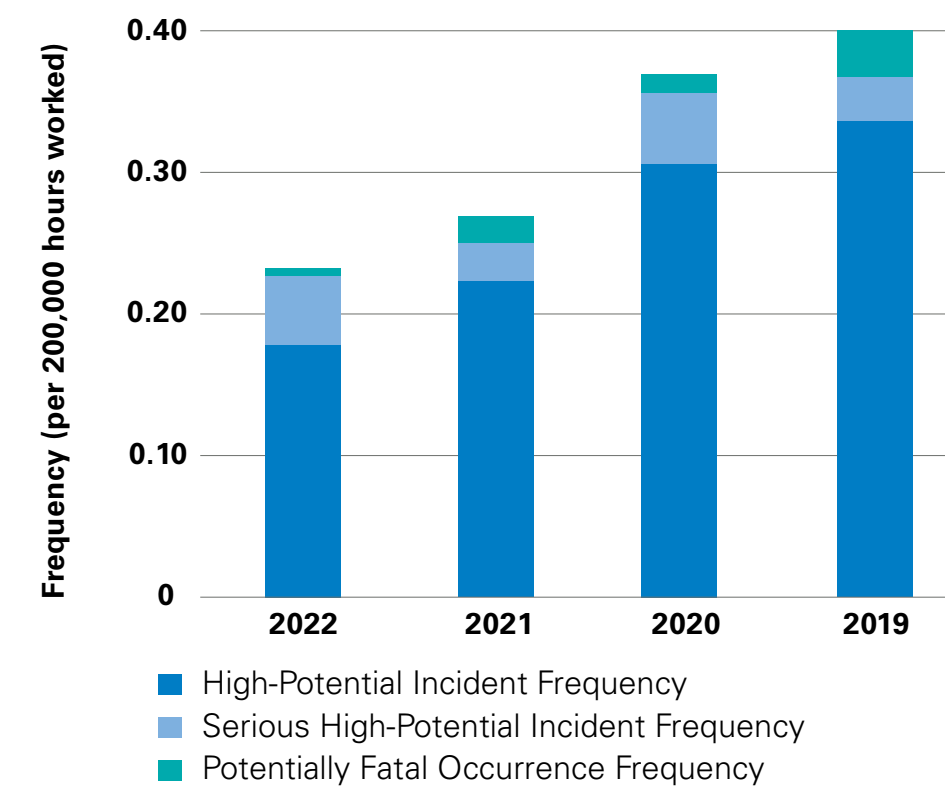
Figure 22: High-Potential Incident Performance — Teck QB2[1],[2]
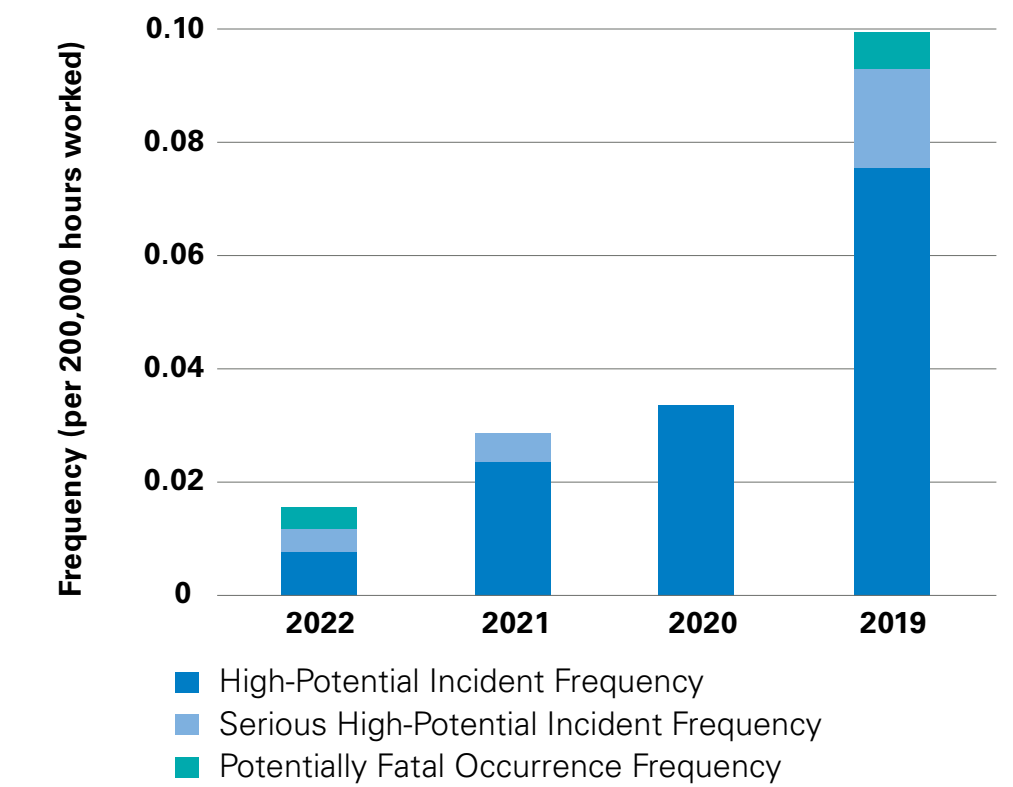
- High-Potential Incident Frequency
- Serious High-Potential Incident Frequency
- Potentially Fatal Occurrence Frequency

(1) For reporting purposes, Teck's QB2 project has been included in our overall Teck-operated safety performance data in previous Sustainability Reports. We will continue to report it as such, and also in more detail in the interest of additional transparency. The above table shows performance data with the results delineated for the QB2 project and for the remainder of Teck-operated sites (without QB2).
(2) During 2022, Teck QB2 accounted for 62% of Teck-operated hours.

Safety Performance (continued)

Process Safety Events

Process safety events are those that typically involve an unexpected mechanical integrity failure in a pipeline system or processing facility that may result in a fire, explosion, rupture or hazardous chemical leak.

Table 18: Process Safety Events — Teck-Operated[1]

	2022	2021	2020	2019
Process-Related HPIs	**1**	0	5	2
Frequency (per 1,000,000 hours)	**0.01**	0	0.10	0.04

(1) Teck-operated data covers all operations in which Teck holds majority ownership and directly manages.

Contractor Safety

In 2022, we commenced an update of our Health, Safety, Environment and Community (HSEC) Management Standards, which includes requirements for contractor and supplier management. All of Teck's health and safety performance data includes information related to contractors, where relevant.

Collaboration with Industry

We work with various local, national and international organizations and programs to incorporate best practices of health and safety into our system. We actively participate in health and safety programs and initiatives of the ICMM, the Earth Moving Equipment Safety Round Table (EMESRT), the Australian Road Research Board (ARRB) and the Mining Association of Canada (MAC).

Occupational Diseases

We report the incidence of occupational diseases at Teck, based on accepted workers' compensation claims from each jurisdiction in which we work, for the disease categories set out in Table 19. In some cases, as our systems for reporting occupational diseases continue to mature, occupational disease cases and rates may increase in the short to medium term. This reflects the long latency period associated with the development of occupational disease. In 2022, we initiated the tracking of internally identified occupational diseases based on medical surveillance programs to support our application of improved risk-based controls to prevent occupational diseases.

Table 19: Occupational Disease Cases[1],[2],[3]

Disease Category	2022	2021	2020	2019
Respiratory Diseases	**0**	3	2	1
Hearing Loss[4]	**0**	2	0	4
Musculoskeletal Disorders	**11**	14	23	11
Cancer	**0**	0	0	2
Other Medical Disorders	**0**	3	5	1
Total	**11**	22	30	19

Table 20: Occupational Disease Cases by Gender[1],[2],[3]

	2022	2021	2020	2019
Female	**0**	4	6	1
Male	**11**	18	24	18
Total	**11**	22	30	19

(1) Occupational disease data is collected from insurance providers such as WorkSafeBC; global exploration sites or marketing offices are not included.
(2) Occupational diseases are defined as an adverse, generally chronic and irreversible health effect associated with overexposure to chemical, physical or biological agents in the workplace (e.g., silicosis, bladder cancer, berylliosis, metal fume fever, asthma).
(3) Workers' compensation claims data is for accepted claims over the past four years and is for employees only; contractor data is not included.
(4) The reporting for hearing loss may be under-reported, due to limited data availability.

Occupational Diseases (continued)

Table 21: Occupational Disease Rate[1],[2],[3],[4]

	2022	2021	2020	2019
Total Occupational Disease Rate (per 200,000 hours)	**0.13**	0.27	0.31	0.18
Total Occupational Disease Rate (per 1,000,000 hours)	**0.65**	1.35	1.57	0.90

(1) Occupational disease data is collected from insurance providers such as WorkSafeBC; global exploration sites or marketing offices are not included.
(2) Occupational diseases are defined as an adverse, generally chronic and irreversible health effect associated with overexposure to chemical, physical or biological agents in the workplace (e.g., silicosis, bladder cancer, berylliosis, metal fume fever, asthma).
(3) Workers' compensation claims data is for accepted claims over the past four years and is for employees only; contractor data is not included.
(4) The reporting for hearing loss may be under-reported, due to limited data availability.

Occupational Disease Fatalities

Based on accepted workers' compensation claims and safety reporting from each jurisdiction in which we work, Teck is in some cases able to identify where long-term occupational diseases have contributed to fatalities. Common industry practice is to report on fatalities related to occupational diseases among current employees. However, due to the potential long-term nature of occupational diseases, Teck reports on all identified incidences of fatalities confirmed to be related to these conditions. This includes former employees, regardless of the length of time since the end of employment at Teck. This is a highly transparent practice that Teck considers to be best practice for our industry.

We recognize that, even with this industry-leading practice, there are limitations to this approach. Using claims approved by workers' compensation providers as the basis for these values may lead to under-reporting of occupational disease incidence. This can be due to challenges with latency, lack of association between the exposure and the disease, the multifactorial nature of occupational diseases, and limited medical surveillance.

Table 22: Occupational Disease Fatalities by Gender

	2022	2021
Female	**0**	0
Male	**0**	0
Total	**0**	0

Mental Health

At Teck, mental health is an important component of our goal of everyone going home safe and healthy every day. Our Employee and Family Assistance Program provides resources and support to help maintain good mental health. These include free access to mental health professionals for both in-person and virtual counselling for short-term needs; providing support for stress arising from grief and loss, crisis situations, relationship and family issues, and workplace challenges; nutrition-related services; and services for financial and legal advice. In addition, various health and wellness initiatives, including mental health awareness training and access to telehealth services, have been implemented across Teck.

We are currently in the process of developing a company-wide Mental Health Policy to further strengthen our existing initiatives.

Community Health and Well-Being Initiatives

As a major producer of copper and zinc, Teck is working to promote best practices in our industry and to help improve the lives of people around the world through initiatives such as our Zinc & Health and Copper & Health programs. Through our initiatives, we are working toward advancing the United Nations Sustainable Development Goal 3: good health and well-being.

Teck is helping solve the global health issue of zinc deficiency through therapeutic zinc, zinc supplementation, food fortification, crop nutrition, awareness and advocacy. In 2022, we celebrated 10 years of collaboration through the Zinc Alliance for Child Health (ZACH) to prevent diarrhea-related deaths of children under the age of five by increasing access to life-saving zinc treatments. Through our Zinc & Health program, we have reached more than 160 million people globally, to date. See more details about the program on our website.

With our Copper & Health program, Teck is building partnerships, raising awareness and improving health outcomes for those most at risk and as we move through our daily lives. See more details about the program on our website, and on page 67 of our Relationships with Communities chapter.

COVID-19 Response

Teck continues to monitor developments related to the COVID-19 pandemic, including local epidemiological trends. We follow local public health guidance and have regularly updated our policies and protocols to reflect this guidance. We continue to encourage vaccination and to support individual choice around measures such as rapid antigen testing and mask usage. Throughout 2022, we continued to offer individual case support and to use the expertise of our Chief Medical Officer to answer questions and provide guidance as needed. We also closely monitored other infectious diseases in 2022 including monkeypox, influenza (flu) and respiratory syncytial virus (RSV).

Human Rights

The increasing effects of climate change, the impacts of the COVID-19 pandemic, increased political polarization, and the food and fuel crisis resulting from the Russian war in Ukraine are all impacting human rights across the globe.[30] Modern slavery, including forced labour and human trafficking, continues to be an endemic issue in global production and manufacturing, especially in low-wage, labour-intensive industries. Despite governments and private corporations pledging to put an end to exploitative employment practices, the problem persists across the world's supply chains.[31]

The preservation of human rights has been a significant objective for the mining sector and a key aspect of sustainable development. In early 2022, the Business & Human Rights Resource Centre's Transition Minerals Tracker reported that allegations of human rights abuses within the transition minerals industry ranged from abuses against local communities and Indigenous Peoples to violations of environmental rights.[32]

Organizations such as the International Council on Mining and Metals (ICMM) are fully supportive of the United Nations Guiding Principles (UNGPs) on Business and Human Rights and were involved in the consultations that led to their development. Teck is supportive of ensuring these voluntary measures are integrated into business activities, including in social and environmental management, health and safety, supply chain, security and human resources.

While Teck operates in jurisdictions that are characterized by generally stable and low-risk political and economic conditions, we recognize that the potential remains for our activities to impact human rights. We are committed to engaging with communities and respecting and observing all human rights, as articulated in the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; and the International Labour Organization (ILO) Core Conventions.

GRI Indicators

2-23, 2-24, 3-3, 408, 409, 410-1

This topic is considered material by our shareholders, employees, local communities, regulators, society and contractors in the context of all Teck sites, contractor selection/management and supplier selection.

How Does Teck Manage This Topic?

Information about how we manage human rights, including relevant policies, management practices and systems, is available for download on our website.

[30] Press conference by UN High Commissioner for Human Rights Michelle Bachelet, Geneva, 25 August 2022. United Nations Human Rights Office of the High Commissioner. 2022.
[31] This is how we can stamp out supply-chain slavery. World Economic Forum. 2022. [32] Transition Minerals Tracker: 2021 Analysis. Business & Human Rights Resource Centre. 2022.

Pictured: Employee at the Quebrada Blanca Phase 2 project, Chile.

Updated Teck's Human Rights Policy to expand our public commitment to respect human rights

Developed **new approach to assessing human rights risks and impacts at our operations and in our supply chain** to ensure we meet increasing expectations related to human rights due diligence

Completed 67 supplier due diligence checks that included human rights topics

---

Case Study: Pledging to Create a Respectful and Inclusive Workspace

Teck is committed to respecting the rights of our employees, the communities in which we operate, and others affected by our activities. In 2022, Teck signed the Pledge For An Acceptable Worksite, an industry-leading standard to support a more respectful and inclusive workplace for worksites in British Columbia. Teck is the first mining company to sign the pledge.

The pledge includes the adoption of an Acceptable Worksite approach, which supports goals of safety, productivity, quality and innovation through key practices, including recruitment and hiring, retention, culture, education, awareness and community. The pledge requires a workplace that is free from hazing, harassment and bullying, and emphasizes that a successful workplace is made by employing workers with different attributes, backgrounds, experiences and skills.

Read the full case study at teck.com/news/stories.

Our Performance in Human Rights in 2022

Embedding Human Rights

Teck is focused on ensuring that respect for human rights is integrated into our business practices. We manage human rights risks and impacts across in areas such as health and safety, security and risk, human resources, contracts and procurement, and community relations.

Teck's Human Rights Policy is our public commitment to respecting human rights as defined in the International Bill of Human Rights and the ILO Core Conventions. The policy was updated in 2022 and is recognized and applied across the company. The 2022 update was developed in consultation with external and internal experts, reviewed by Teck's Risk Management Committee and members of Teck's Senior Management Team, and approved by Teck's Board of Directors.

Our Code of Sustainable Conduct requires employees and contractors to comply with applicable laws and regulations, and with all Teck policies and standards. We do not tolerate any forms of modern slavery, including forced or child labour, violation of the rights related to freedom of association and collective bargaining as applicable, and not providing fair living wages and working hours. These commitments extend to Teck's broader supply chain through our Expectations for Suppliers and Contractors. For details on how we manage labour rights, see page 55 of Our People and Culture chapter.

Teck integrates human rights considerations into our social management approaches as well as into our approaches to environmental management, health and safety, security and human resources. Our reporting aligns with the UNGPs in providing information on how our activities may affect human rights and how we identify and mitigate those risks. In 2022, Teck commenced the update to our Social Performance Standard, which includes human rights requirements, and joined the Business for Social Responsibility (BSR) business network to collaborate with the business community in advancing Teck's human rights commitments.

Modern Slavery

Modern slavery, although not defined in law, refers to practices such as forced labour, debt bondage, forced marriage, and human trafficking. This includes situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power.[33] While Teck operates in low-risk jurisdictions, we acknowledge that there is a risk of modern slavery occurring as a result of our business activities and throughout our supply chain. Building on our existing human rights and supply chain due diligence practices, we are taking action to identify and mitigate risks associated with modern slavery through a variety of measures. In 2022, this included updating company policies to assert zero tolerance for modern slavery related to any business function or relationship, development of management policies and procedures, and enhancing supplier due diligence practices.

We will continue to focus our efforts on mitigating the risk of modern slavery as a result of our business activities. In 2023, this will include implementing new management standards and procedures across the company, and training select employees, suppliers and contractors on how to identify and report actual or potential occurrences of modern slavery in the supply chain.

Training Related to Human Rights

Human rights-related training is provided to various employees and contractors across the company, where appropriate. Teck's Legal group oversees training related to anti-corruption and our Code of Ethics, and Teck's Human Resources group oversees respectful workplace training. Teck's operations and offices also provide training related to human rights to select employees and contractors as part of orientation and other training requirements. In 2022, Teck commenced work with external experts to develop training on business and human rights and modern slavery. This training will be rolled out to select employees, suppliers and contractors in 2023.

Where we have security personnel, contracts with security service providers require adherence to the Voluntary Principles on Security and Human Rights. This is primarily managed through government-required certification in our Canadian operations and is provided to external contractors at our South American operations. Training is completed annually and is overseen on a regular basis by Teck's Risk group, with records showing full compliance at CdA and Antamina operations for 2022. Training also occurs if and when security service providers are replaced or restructured at our operations.

Areas of Conflict

Teck's operations in Canada, the U.S., Chile and Peru are not located in areas with active conflicts as defined by the Uppsala Conflict Data Program. Teck's San Nicolás project, a 50:50 joint venture with Agnico Eagle Mines Limited, is located in Mexico, which is considered an area of active conflict. Prior to formalizing the agreement to partner on this project, and as part of our regular development practices, an environmental and social baseline survey was carried out by Teck from 2018 to 2021. This survey included in-depth archeological surveys and clearances. Extensive community consultation, including 4,900 discrete community engagements, and community investment programs have resulted in strong support for development from communities of interest (COIs) near the project and more broadly in the Zacatecas region.

[33]Modern slavery is on the rise. United Nations. 2022.

Teck 2022 Sustainability Report | Purpose in Action | **Human Rights**   **48**

Modern Slavery (continued)

Artisanal and Small-Scale Mining

We regularly monitor our sites for the potential presence of artisanal or small-scale miners on or adjacent to our operations. Our approach focuses on the improvement of health, safety and the environment as well as on the community impacts of small-scale mining extraction. These efforts help strengthen the livelihoods of these miners by providing guidance on occupational safety and best practices, in collaboration with governments. In 2022, we are aware that artisanal mining took place adjacent to two of our operations in Chile, Carmen de Andacollo and Quebrada Blanca, and to the Zafranal project in Peru.

Resettlement Activities and Related Impacts

Although Teck's requirement for resettlement has been minimal, we recognize that it is a complex process, requiring thoughtful consideration and management. When it is necessary, Teck conducts resettlement in compliance with accepted international standards. We also conduct socio-economic and environmental impact assessments, and provide guidance on engaging with those people affected by the project to ensure biodiversity-related impacts are minimized. While no involuntary resettlements took place at any of our sites or operations in 2022, a voluntary resettlement process commenced at Carmen de Andacollo Operations.

At Carmen de Andacollo, voluntary resettlement of 33 households in the El Toro community was initiated in 2022. The El Toro community is located in very close proximity to operations, and resettlement was identified as a means to address the adverse impacts of operations on residents. The El Toro Resettlement Action Plan was prepared in alignment with the International Finance Corporation Performance Standard 5 – Land Acquisition and Involuntary Resettlement and is based on in-depth engagement with families and with the municipal government. The 2022 scope of work included a comprehensive census, a livelihood inventory and appraisal of assets. In late 2022, we started compensation negotiations and drafting agreements with the families involved.

Carmen de Andacollo is also voluntarily supporting the government-led resettlement of Mina Hermosa, a community located in a historical tailings area. To advance this process, the operation has supported studies on alternative locations for these families and retained a third party to identify a potential suitable location for relocation and to design a subdivision plan, including the review of options for basic services and infrastructure. The Carmen de Andacollo team engaged with the Mina Hermosa Neighborhood Assembly throughout this process. Relocation of Mina Hermosa is planned for 2023.

Industry Collaboration

We play an active role in working with our industry sector partners in identifying and sharing best practices in human rights. In 2022, Teck was a member of ICMM's Human Rights Working Group as Co-Chair, the Mining Association of Canada's International Social Responsibility Working Group and the BSR Human Rights Working Group.

Salient Human Rights Issues

The scope of the definition of human rights is expanding. In recognition of the impacts of climate change and environmental degradation on livelihoods and human health, the United Nations General Assembly declared access to a clean, healthy and sustainable environment a universal human right in 2022.[34] While the resolution is not legally binding, it represents international political commitment to increase efforts in tackling environmental and related human rights issues.

As guided by the UNGPs, we determine and report on our most significant or salient human rights issues. A company's salient human rights issues are those human rights that are most at risk of being negatively impacted as a result of the company's activities or business relationships.

We proactively identify areas of highest human rights risk so we can prevent adverse impacts from occurring, and we conduct human rights assessments at our operations. In 2020, we undertook our biennial corporate human rights reviews at every operation with more than five years of anticipated mine life to identify Teck's most salient human rights issues. The results of the human rights risk assessments inform Teck's overall salient human rights issues; the results also identify potential risk areas to integrate into ongoing risk assessments and management activities at individual sites.

Our 2022 biennial human rights reviews were deferred in lieu of supporting our updated approach to human rights risk assessments and our Social Performance Standard, which features new human rights requirements. In 2022, we enhanced our human rights due diligence program and improved processes and documentation on how we identify and mitigate human rights risks and impacts in our operations and supply chain. In 2023, Teck will pilot new human rights risk assessment methodology at Carmen de Andacollo Operations and conduct updated human rights risk assessments at all operations across the company through 2024. This work will improve our understanding of human rights issues that are salient to Teck and our ability to track and communicate on these issues going forward.

[34] UN General Assembly declares access to clean and healthy environment a universal human right. United Nations. 2022.

Teck 2022 Sustainability Report | Purpose in Action | **Human Rights**   **49**

Salient Human Rights Issues (continued)

Table 23: Human Rights Issues That Are Salient to Teck[1]

Salient Human Rights	Relevant Rights Holders	Activities in 2022 Relevant to Human Rights
Right to life[2]	Employees, contractors and subcontractors, communities	Health and Safety (pages 40–47)
Right to safe and healthy working conditions[3]	Employees, contractors and subcontractors	Our People and Culture (pages 52–59)
Right to freedom of association, assembly and collective bargaining[4]	Employees, contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 81–83) Business Ethics (pages 75–80)
Right to not be subjected to slavery, servitude or forced labour (specific to supply chains)[5]	Contractors and subcontractors, suppliers, joint venture partners	Value Chain Management (pages 81–83) Business Ethics (pages 75–80) Health and Safety (pages 40–47)
Right to non-discrimination in employment/occupation[6]	Employees, contractors and subcontractors	Value Chain Management (pages 81–83) Business Ethics (pages 75–80) Our People and Culture (pages 52–59)
Right to adequate standard of living[7]	Employees, contractors and subcontractors	Value Chain Management (pages 81–83)
Right to clean water and sanitation[8]	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 60–68) Water Stewardship (pages 34–39) Tailings Management (pages 29–33) Air Quality (pages 8–11) Environmental Management Document
Right to health[9]	Employees, contractors and subcontractors, communities	Relationships with Communities (pages 60–68) Water Stewardship (pages 34–39) Tailings Management (pages 29–33) Air Quality (pages 8–11) Environmental Management Document

Table 23: Human Rights Issues That are Salient to Teck[1] (continued)

Salient Human Rights	Relevant Rights Holders	Activities in 2022 Relevant to Human Rights
Right to land[10] Right to self-determination[2] Right to enjoy just and favourable conditions of work[11] Right to take part in cultural life[6]	Communities, Indigenous Peoples, vulnerable groups	Relationships with Communities (pages 60–68) Relationships with Indigenous Peoples (pages 69–74) Biodiversity and Closure (pages 12–15)
Right to access to a clean, healthy and sustainable environment	Employees, contractors and subcontractors, communities, Indigenous Peoples, vulnerable groups, suppliers, joint venture partners	Relationships with Communities (pages 60–68) Relationships with Indigenous Peoples (pages 69–74) Biodiversity and Closure (pages 12–15) Water Stewardship (pages 34–39) Tailings Management (pages 29–33) Climate Change (pages 16–23) Air Quality (pages 8–11) Value Chain Management (pages 81–83) Our People and Culture (pages 52–59)

(1) In addition to the protection of all human rights, Indigenous Peoples also hold a unique set of group rights called Indigenous rights.
(2) The Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR).
(3) International Covenant on Economic, Social and Cultural Rights (ICESCR).
(4) UDHR, ICCPR, ICESCR, International Labour Organization Core Conventions (ILO).
(5) UDHR, ICCPR, ILO.
(6) UDHR, ICCPR, ICESCR, ILO.
(7) UDHR, ICESCR.
(8) Resolution A/RES/64/292. UN General Assembly, July 2010; Resolution A/RES/70/169, UN General Assembly, December 2015.
(9) ICESCR.
(10) UDHR (privacy and property). ICCPR (no forced eviction). ICESCR (no forced eviction).
(11) UDHR, ICESCR.

Resolving Human Rights-Related Feedback and Incidents

A consistent and rigorous approach to grievances and incidents is fundamental to ensure strong management of human rights as it ensures that any issues with actual or potential human rights implications are identified and acted upon. If issues or new risks are identified, they are brought to the attention of senior leadership through our HSEC Risk Management Committee and our Board's Safety and Sustainability Committee.

There was no significant feedback received in 2022 through Teck's *Doing What's Right* hotline or community feedback mechanisms where the complainant specifically referenced a concern for their human rights. However, feedback was received on topics that are relevant to human rights, including harassment and safe working environments. In all cases, acknowledgement of the complaint was provided, as well as effort to remedy within a time-bound process. Teck reported two allegations of discrimination and harassment, as outlined in the Our People and Culture chapter on page 59. Teck also reported one significant dispute that involved Indigenous Peoples as outlined in the Relationships with Communities chapter on page 65.

The public opinion surveys that we conduct annually with people living near our Elk Valley, Highland Valley Copper, Red Dog, Trail, Quebrada Blanca and Carmen de Andacollo operations provide insight on the issues that communities care about most, including those related to human rights. The data obtained is used to guide improvements in our performance and inform our planning processes. No issues related to human rights were identified during the 2022 survey. More detail on the above instances of community feedback, significant disputes and relevant incidents, as well as details of our public opinion surveys, are discussed in the Relationships with Communities chapter on pages 64-67.

Our People and Culture

The COVID-19 pandemic and economic and geopolitical events have left lasting effects on human resources and job markets, and competition for talent persists, with millions of job openings in hard-to-fill roles.[35] At the same time, organizations are also being expected to foster a work environment that promotes empathy and well-being, with improved diversity, equity and inclusion, especially within leadership positions.[36]

The mining industry has experienced a recent wave of retirements, coupled with COVID-19 impacts, digitization and remote work for some positions.[37] All of these factors have created a competitive labour market for the industry.[38]

At Teck, we know that supporting a diverse, safe and engaged workforce is foundational to our business. Throughout the pandemic, we remained focused on operating safely and on responsibly maintaining employment and economic activity to the greatest extent possible. We want to be an employer of choice, attracting, developing and retaining talented and engaged employees globally. We do this by investing in our people throughout their careers and by offering an equitable, diverse and inclusive workplace. For example, as of 2022, women made up 24% of Teck's total workforce, up from 12% in 2011, and 29% of Teck's Board of Directors are women. We are also committed to providing training and development opportunities that will enable our workforce to adapt to the increasing use of technology and innovation in our business.

GRI Indicators

GRI 2-7, 2-23, 2-24, 2-25, 2-30, 3-3, 202-1, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, G4-MM4

This topic is considered one of the most material by our employees and local communities in the context of all Teck sites and the direct or indirect impacts on employees and communities.

How Does Teck Manage This Topic?

Information about how we manage matters related to our workforce, to our culture and to equity, diversity and inclusion, including relevant policies, management practices and systems, is available for download on our website.

[35] Trends in Human Resources and the Workplace you need to know about. Forbes. 2022. [36] Top Five HR Trends and Priorities for 2022. Gartner. 2022.
[37] Top 10 business risks and opportunities for mining and metals in 2023. EY. 2022. [38] Evolving Mining's Work of Work. Deloitte. 2022.

Pictured: Employee at Fording River Operations, Canada.

Focused on strengthening diversity, with women making up **34% of new hires in 2022**; women now comprise **24%** of our total workforce, **29%** of senior management[39] and **29%** of the Board of Directors

$2 billion paid to employees in wages and benefits

Performance Metrics

Indicator % of female employees

Target Increase % of female employees

2022:	24% female employees
2021:	21% female employees
2020:	20% female employees

Indicator % of female employees in leadership positions[(1)]

Target Increase % of female employees in leadership positions

2022:	29% female employees in leadership positions
2021:	29% female employees in leadership positions
2020:	20% female employees in leadership positions

Indicator % of total employee turnover

Target Keep total employee turnover under 10% each year

2022:	9.5% total turnover
2021:	8% total turnover
2020:	10% total turnover

Indicator Annual investment spend on training

2022:	$46 million
2021:	$36 million
2020:	$34 million

(1) Leadership positions refers to Teck's larger senior management team, including each officer of Teck, but does not include the Chair or Vice Chair of the Board of Directors.

Our Performance Related to Our People and Culture in 2022

Our Targets and Commitments We are committed to having an inclusive and diverse workforce as set out in our Equity, Diversity and Inclusion Policy and our Human Resources Global Policy on Harassment. By establishing a culture of safety, employee engagement, and support for equity, diversity and inclusion in our workplace, we are able to do more and be more, together. As such, we consciously work to create an environment that respects and values the diversity of the people and communities around us. The following table summarizes our performance against our new sustainability strategy and goals for our people.
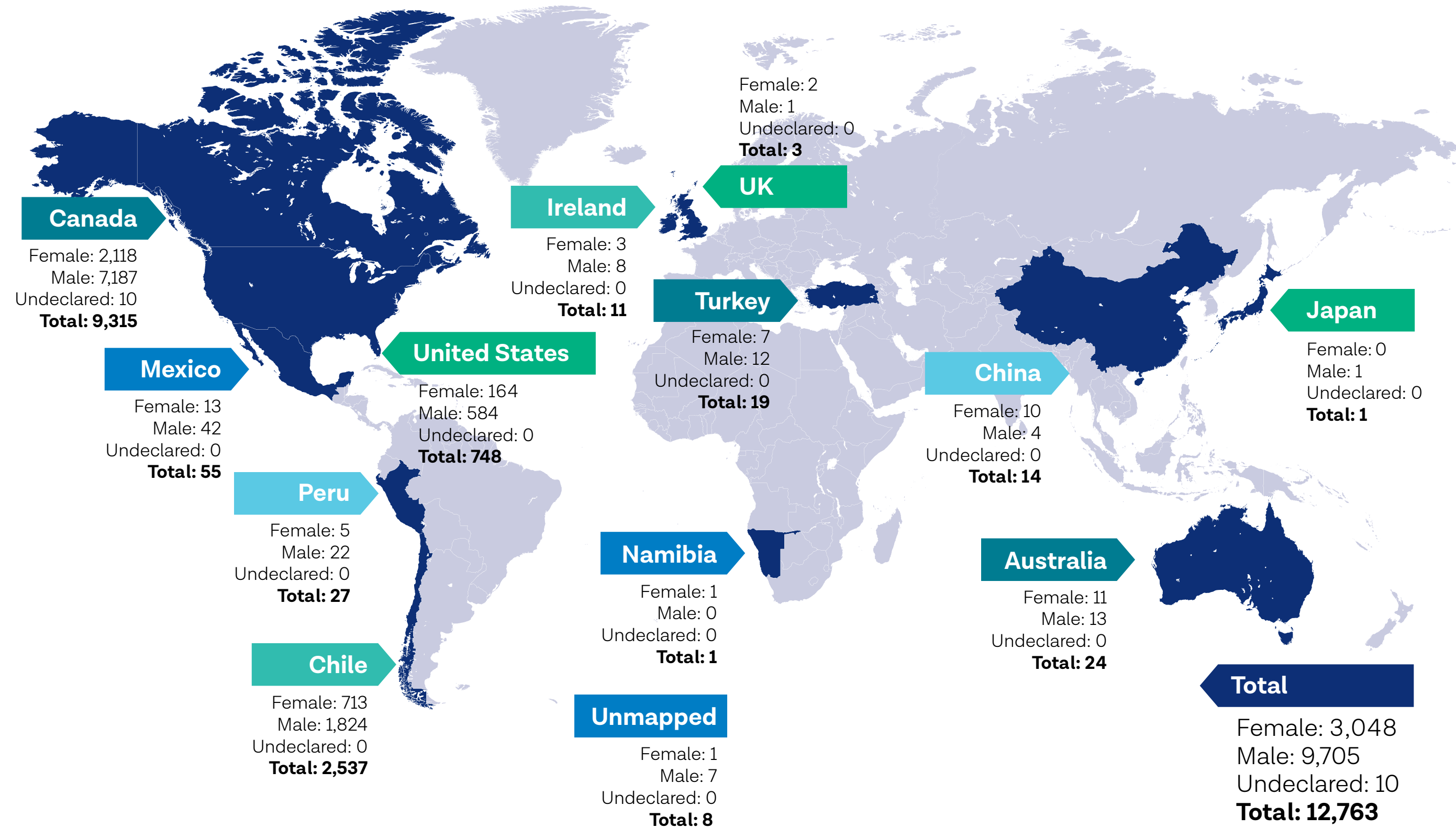
Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Foster a workplace where everyone is included, valued and equipped for today and the future		
Goal: Increase the percentage of women working at Teck — including women in leadership positions — and advance inclusion and diversity initiatives across the company by 2025.	On track	There were 3,048 women working at Teck at the end of 2022, which represents 24% of the total workforce. In addition, 34% of total new hires in 2022 were women.
Goal: Equip our employees for future workplace and leadership needs, including upskilling and reskilling, by investing $200 million in training and skills development programs by 2025.	On track	360 leaders completed one of our four leadership development programs. $46 million invested in training and development; a total of $116 million since 2020.
Goal: Expand employee engagement opportunities, including employee-driven community initiatives and a company-wide feedback program, by 2025.	On track	Conducted our biennial Inclusion and Engagement Survey in 2022, which serves as a key feedback mechanism for all regular and fixed-term employees. Over 7,000 employees responded across our operations, representing 59% of our workforce. Expanded the Teck Women's Network, which provides virtual and in-person networking opportunities for women at Teck to connect and engage with one another. Teck's Women's Network now has over 300 women as part of its membership. Provided $179,000 in match funding through the Team Teck Community Giving program, which offers our employees the opportunity to amplify their donations to causes that they care about.

Global Workforce Demographic

At the end of 2022, there were 12,763 employees, temporary and permanent, working at Teck operations and offices.

Figure 23: Global Workforce in 2022[1]

Canada
Female: 2,118
Male: 7,187
Undeclared: 10
Total: 9,315

Mexico
Female: 13
Male: 42
Undeclared: 0
Total: 55

Peru
Female: 5
Male: 22
Undeclared: 0
Total: 27

Chile
Female: 713
Male: 1,824
Undeclared: 0
Total: 2,537

United States
Female: 164
Male: 584
Undeclared: 0
Total: 748

Ireland
Female: 3
Male: 8
Undeclared: 0
Total: 11

UK
Female: 2
Male: 1
Undeclared: 0
Total: 3

Turkey
Female: 7
Male: 12
Undeclared: 0
Total: 19

Namibia
Female: 1
Male: 0
Undeclared: 0
Total: 1

China
Female: 10
Male: 4
Undeclared: 0
Total: 14

Japan
Female: 0
Male: 1
Undeclared: 0
Total: 1

Australia
Female: 11
Male: 13
Undeclared: 0
Total: 24

Unmapped
Female: 1
Male: 7
Undeclared: 0
Total: 8

Total
Female: 3,048
Male: 9,705
Undeclared: 10
Total: 12,763

Our people are essential to our success. By establishing a strong culture of employee engagement and support for inclusion and diversity across our operations, we are able to do more, and be more, together.
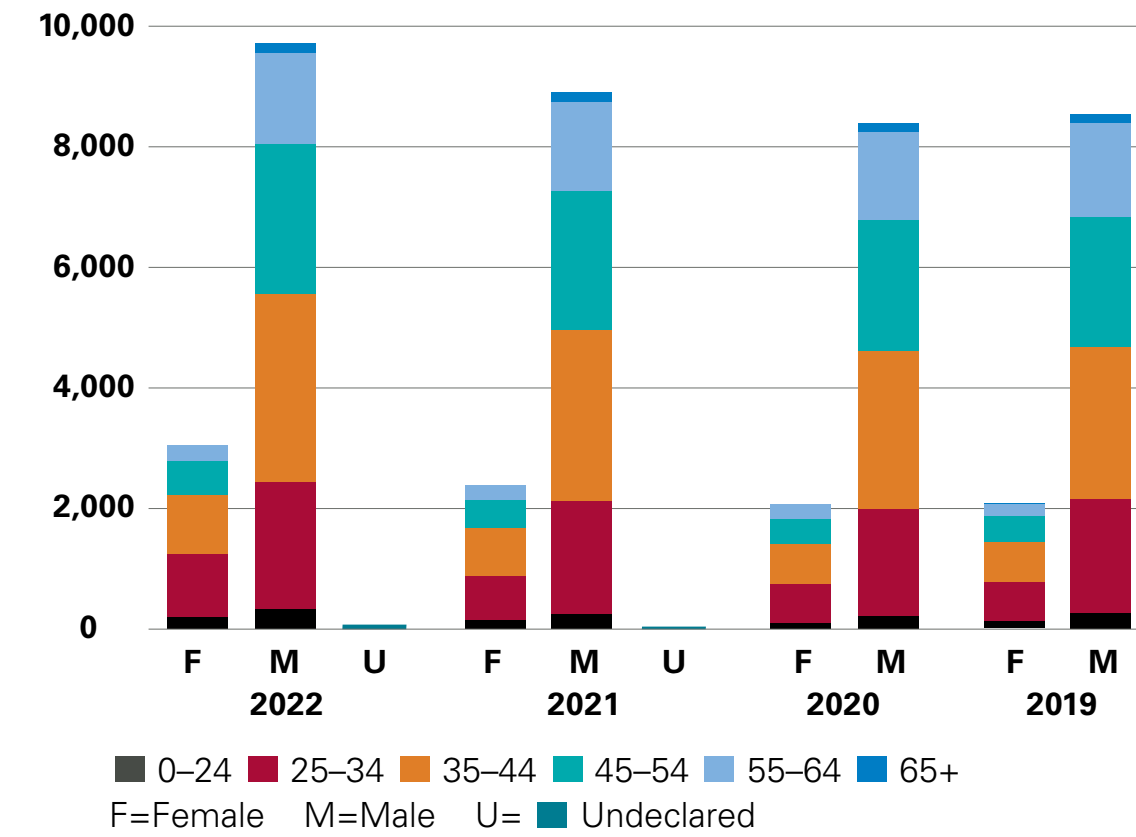
Figure 24: Global Workforce by Age and Gender[1]

0–24 25–34 35–44 45–54 55–64 65+
F=Female M=Male U= Undeclared

Figure 25: Global Workforce by Employment Level

Executive & Senior Management
Management Professional Professional Support
Administration Operations

Labour Rights and Relations

Teck's Human Rights Policy affirms our commitment to respecting and observing human rights of employees, contractors, workers in our supply chain, members of the communities where we are active and others potentially affected by our activities. Through Teck's Expectations for Suppliers and Contractors, we expect suppliers to share this commitment and to have processes and practices that respect the human rights of our employees and contractors and that are appropriate to the location and context in which their activities take place.

We do not tolerate the use of forced labour, child labour or human trafficking of any kind in our operations or supply chain. As of December 31, 2022, child labour and forced labour were not significant risks for any of our operations or suppliers. See pages 48–49 of the Human Rights chapter for more details on our approach to modern slavery.

We have relationships with unions in 10 operations in Canada, Chile and Peru. In total, 51% of our workforce was unionized in 2022.[40] Table 24 presents a list of collective bargaining agreements covering unionized employees at our principal operations (including Antamina). In 2022, we reached new collective agreements with the United Steelworkers at Highland Valley Copper and Trail, the United Mine Workers at Cardinal River, and both unions at Carmen de Andacollo. No strikes or lockouts took place in 2022. Terms of employment for our non-unionized hourly workers are modelled after collective bargaining agreements that cover unionized employees, while other non-unionized salaried employees' terms of employment are based on a competitive total-rewards offering. The right to freedom of association and collective bargaining is not at risk at our operations, due to their locations in jurisdictions with strong labour laws.

Table 24: List of Collective Agreements

Operation	Expiry Dates
Antamina	July 31, 2024
Cardinal River	June 30, 2027
Carmen de Andacollo	September 30, 2025 (Operators' Union)
	September 30, 2025 (Supervisors' Union)
Coal Mountain	December 31, 2026
Elkview	October 31, 2026
Fording River	April 30, 2027
Highland Valley Copper	September 30, 2026
Line Creek	May 31, 2024
Quebrada Blanca	January 31, 2025 (Union Admin)
	November 30, 2025 (Union 1)
	March 31, 2025 (Union 2)
Trail	May 31, 2027

Talent Attraction

Teck undertook a number of activities in 2022 to enhance our talent pipeline. In 2022, we continued to experience competitive talent markets where we operate, with a record number of hires, with 3,344 total hires (over 1,000 more than in 2021), 34% of which were female. Teck Chile has hired over 900 employees to support the QB start-up, 42% of these hires were locals from the region. The implementation of 240 recruitment marketing activities and campaigns, 14+ unique recruitment-related technologies online, and engagement with 4,000+ students across Canada alone help ensure Teck attracts top talent and a sufficient volume of applications to fill vacancies, with a focus on professionals-in-training such as engineers and geoscientists.

In 2022, 34% of total new hires (1,146) are women. For a breakdown of new hires by age group and gender, as well as by employment type, see our online Sustainability Performance Data.

Table 25: New Hires by Age Group, Country and Gender in 2022[1]

	Country	Under 30 years	30 to 50 years	Over 50 Years	Total
Female	Canada	253	283	61	597
	Chile	191	238	12	441
	United States	55	31	8	94
	Mexico	5	3	0	8
	Ireland	2	0	0	2
	Australia	0	2	1	3
	China	1	0	0	1
Female Total		**507**	**557**	**82**	**1,146**
Male	Canada	587	650	172	1,409
	United States	82	86	28	196
	Chile	76	410	69	555
	Mexico	4	12	2	18
	Australia	2	1	3	6
	Ireland	1	1	0	2
	Turkey	1	1	0	2
	China	0	0	1	1
	Peru	0	1	0	1
Male Total		**753**	**1,162**	**275**	**2,190**
Undeclared	Canada	**1**	**2**	**1**	**4**
Grand Total		**1,261**	**1,721**	**358**	**3,340**

(1) Includes regular, fixed-term and casual employees, and students.

Retention, Training and Development

Teck is committed to the ongoing development of our people, with a focus on leadership development, safety training, new-hire training, cross-training, refresher training and knowledge transfer. We track training hours for activities related to the further development of employees' skills. These hours, which can include training provided by Teck trainers or by external consultants, include basic compliance training. In 2022, 88% of employees at Teck received training. We are currently in the process of upgrading our learning management system to further streamline and standardize the management and tracking of employee learning.

We continued to conduct Leading for the Future and Leading for Excellence, our in-house leadership development programs for supervisors and managers respectively. In partnership with Simon Fraser University, select employees also attended virtual courses for the Graduate Diploma in Business Education and the Executive Master of Business Administration. With the new configuration of our Learning Management System, we were also able to deliver new computer-based training modules on legal compliance, cybersecurity, a respectful workplace, and procurement. Previously, these programs would have been developed, deployed and monitored externally.

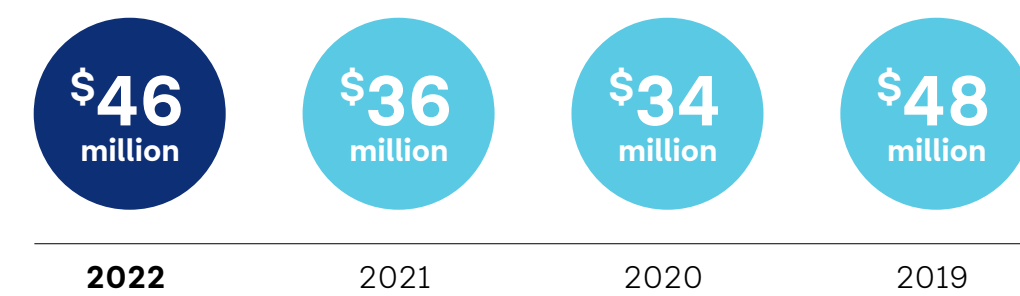## Figure 26: Investment Spend on Training (millions)

$46 million	$36 million	$34 million	$48 million
2022	2021	2020	2019

Table 26: Average Hours of Training per Employee

Type	2022		2021		2020	
	Male	Female	Male	Female	Male	Female
Hourly	53	68	52	56	68	58
Staff	21	30	18	19	24	17
Total	**37**	**49**	35[1]	38[1]	46[1]	38[1]

(1) Figures have been restated due to calculation errors.

Employee Turnover

For an overall understanding of workforce dynamics and changes, we track employee turnover, including voluntary resignations, involuntary layoffs, and retirements. In 2022, turnover due to retirements was similar year over year, while voluntary turnover increased, leading to an overall increase in turnover rate. Industry growth and the shift toward flexible work approaches have resulted in a very competitive market for talent. In response to these shifting expectations, Teck has adjusted our approach to compensation, benefits, development and work conditions in order to engage and retain our employees.

Table 27: Employee Turnover[1]

	2022	2021	2020	2019
Voluntary Turnover Rate	**7.4%**	6.0%	5.1%	6.5%
Total Turnover	**9.5%**	8.0%	10%	10%

(1) Employee turnover data includes regular employees only.

Parental Leave

We offer top-up payments to employees on parental leave in addition to legislative requirements. In Canada, we provide a 19-week top-up in salary for biological mothers. In Chile, in addition to following legislative requirements, we also provide top-up for biological mothers for 30 weeks. In 2022, to help support birth parents in the U.S., Teck announced the addition of a paid recovery leave, in which Teck will provide 16 weeks of paid recovery leave to a regular, full-time birth parent immediately following the birth of their child. Additional unpaid parental or medical leave will be provided under the U.S. *Family and Medical Leave Act*.

Table 28: Return to Work and Retention Rates After Parental Leave

	2022		2021		2020		2019	
	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees who took parental leave	**30**	**71**	66	141	80	177	69	86
Number of employees who returned to work after parental leave ended[1]	**56**	**75**	42	116	65	162	46	92
Number of employees who returned to work after parental leave ended and who were still employed 12 months after their return to work[1]	**52**	**122**	80	156	37	81	49	61
Return to work rate of employees who took parental leave (%)[2]	**186.7%**	**150.6%**	63.6%	82.3%	81%	92%	67%	107%
Retention rate of employees who took parental leave (%)[3]	**88.1%**	**89.7%**	93%	91%	84%	89%	94%	87%

(1) Includes employees returning from parental leave in the prior reporting period.
(2) Return to work rate is the total number of employees who returned to work after parental leave, expressed as a percentage of total number of employees due to return to work after taking parental leave. A percentage over 100% indicates that the number of employees who returned from parental leave in a reported year is greater than the number of employees who took parental leave that same year.
(3) Retention rate is the total number of employees retained 12 months after returning to work following a period of parental leave, expressed as a percentage of total number of employees returning from parental leave in the prior reporting period.

Retention, Training and Development (continued)

Performance and Development Management

Performance and Development Management is a process by which salaried employees have regular performance reviews, development planning and career conversations with their supervisors. In 2022, 85% of all eligible regular salaried employees, of which 33% were female and 67% were male, completed regular performance and development conversations. 92% of eligible regular salaried female employees and 83% of eligible regular salaried male employees completed regular performance and development conversations in 2022.

As part of the 2022 Engagement and Inclusion survey, we asked employees to share their perceptions on Teck's business strategy, goals and objectives. 87% of our employees indicated that they understand how their work contributes to business objectives, which supports alignment of company-wide planning to individual goals.

Leadership Development

Teck's approach to leadership development is primarily focused on four programs: Leading for the Future (LFF), Leading for Excellence (LFX), Leading Together (LT) and Emerging Leaders (ELP). In 2022, we conducted our training programs using a hybrid format to support the development of inclusive leaders in a remote work environment. As such, we delivered 17 cohorts of LFF, five cohorts of LFX, two cohorts of LT and one cohort of ELP in 2022.

Outside of these programs, each business unit may provide tailored leadership development opportunities. For example, at our Red Dog Operations, following a successful pilot, the Accelerated Leadership Development program successfully concluded its second cohort in 2022, in which emerging future leaders and NANA shareholders participated in a nine-month development program that includes leadership training, coaching and mentoring.

Engaging Employees through Our Company Magazine

Teck's *Connect* magazine is our source for company-wide communications. In this quarterly publication, we highlight employee achievements, community engagement activities, a letter from our CEO and much more. Visit teck.com/connect to read the current volume and archived volumes of *Connect*.

Equity, Diversity and Inclusion

In 2022, we continued to work towards building a diverse workforce that includes more women, Indigenous Peoples, persons of colour, persons with disabilities and LGBTQ2S+ community members. We are focusing on a number of initiatives tied to the six areas of our Inclusion and Diversity Plan shown in Table 29. For information about Indigenous employment in 2022, see the Relationships with Indigenous Peoples chapter on page 74.

Our Chilean operations continue to make all necessary efforts to support the *Labour Inclusion Law*, which supports the inclusion of people with disabilities into the labour force. Our new Santiago offices (Corporate office and Quebrada Blanca Remote Integrated Operations centre) have been designed for independent accessibility.

Technology and Innovation

Teck was one of the cornerstone members in the proposal to create Athena Pathways as part of our participation in Canada's Digital Technology Supercluster. The Athena Pathways project aims to help Canadian women see the potential of the technology sector, helping women find workshop, internship, mentorship or other workplace opportunities to open a path into a potential career in Artificial Intelligence or Data Science. Three co-op students and four full-time staff members were hired in data science roles at Teck as a part of this program. Additionally, many team members in Teck volunteered to serve as mentors to Athena Pathways participants. Equity, diversity and inclusion are key priorities at Teck, and we continue to focus on representation in technology and innovation.

Case Study: QB2 Hiring Efforts

As part of Teck's commitment to equity, diversity and inclusion in our workplace, we have set goals to increase the percentage of women working at Teck and to equip our employees for future workplace and leadership needs. During the development of our Quebrada Blanca Phase 2 (QB2) copper project, we implemented professional development opportunities and talent acquisition strategies to support these goals. The Professionals in Training and Elige Crecer (Choose to Grow) programs provide on-the-job training and development and prepare people for long-term employability in mining and related industries. Our local talent acquisition team also worked to establish an effective values-based selection process that aligns with both Teck's purpose and the community context. As of the end of 2022, about 30% of employees at QB2 are women, with about 42% local employment.

Read the full case study at teck.com/news/stories.

Equity, Diversity and Inclusion (continued)

Table 29: Implementation of the Equity, Diversity and Inclusion Plan

Area of the Equity, Diversity and Inclusion Plan	2022 Example Activities
1. Develop our people — grow a culture of inclusion that values diversity	Over 2,000 employees participated in training to broaden their understanding of equity, diversity, inclusion and respect in the workplace. In addition, 50 senior leaders took inclusive leadership training.
2. Measure and report	Teck's sustainability-linked revolving credit facility is linked to our sustainability goals, including strengthening gender diversity in our workforce. In 2022, we set a target of 30% female representation at our QB2 project and achieved it through the joint efforts of our talent team and leadership commitment, not only through recruiting, but also by providing innovative work experience and skill upgrading programs.
3. Attract the right people — strengthen our recruitment practices	To interrupt any bias in our recruitment process, we have adopted technology such as Textio, a natural language processing tool that helps eliminate gendered language in our job postings and brand materials. All Teck job opportunities are now also posted on Pride at Work Canada.
4. Foster a more inclusive culture and increase employee engagement	Launched global campaigns recognizing International Women's Day and LGBTQ2S+ Pride Month, and a North American campaign to recognize the National Day of Truth and Reconciliation. Our Equity, Diversity and Inclusion Committees, of which there are 10 across the business, play a vital role in catalyzing change across Teck.
5. Remove systemic barriers and biases — make processes more inclusive	Signed the Pledge for an Acceptable Worksite, also known as the Builders Code. This is a pledge to provide safe and accessible facilities at all our sites, which we actualized by assessing each of our sites and taking action to make them more inclusive. This included the completion of gender-neutral washrooms and dry facilities at all of our coal sites and enhancing security in our camps.
6. Continue to build our brand as an inclusive and diverse company	In January 2023, Teck was named to the Bloomberg Gender-Equality Index for the sixth straight year.

Representation of Women at Teck

There were over 3,000 women working at Teck at the end of 2022, which represents 24% of the total workforce, compared to 21% in 2021. In addition, 34% of total new hires (1,146) in 2022 were women. At the end of 2022, women represented 29% of Independent Board Members and held 29% of Board leadership positions (Chair of Board/Board Committee). See our Sustainability Performance Data for more details on the diversity of governance bodies.

Table 30: Women in Leadership and Technical Positions Category

	2022	2021	2020	2019
Board of Directors	29%	25%	25%	31%
Senior Management[1]	29%	29%	20%	19%
Management	23%	20%	19%	18%
Operational or Technical Positions	19%	15%	13%	13%
Of the Operational or Technical Positions, the % in Leadership Positions	3%	8%	7%	7%

(1) Senior management includes officers at Teck other than the Chair and Vice-Chair of the Board.

Case Study: All-Gender Washrooms and Dry Facilities at Greenhills Operations

Teck is committed to an equitable, diverse, and inclusive workplace that recognizes and values all employees. At our Greenhills Operations (GHO) in the Elk Valley, we opened a new washroom and dry facility (a space for employees who work on-site to shower and change into and out of their work clothes) for employees and visitors of all gender identities.

The facility was designed in consultation with BC Pride, the Fernie Pride Society and Egale, an organization advocating for LGBTQ2S+ people and issues, and with our partner, Pride at Work. Having access to a secure washroom and changeroom is a basic right for all people, and this development will allow us to continue caring for the people and communities that we love, through a purpose-built inclusive facility.

Read the full case study at teck.com/news/stories.

Equity, Diversity and Inclusion

Remuneration at Teck

Teck is committed to providing a fair living wage to all employees at our operations. For our hourly employees, see Table 31 for the ratios of entry level wage compared to local minimum wage by gender.

In 2022, we conducted a living wage review for all our salaried employees in Canada, the U.S. and Chile, where our operations are located. The review was conducted by comparing the hourly rate of the lowest-paid employee in each jurisdiction to the living wage information available through external data sources.[41]

Our executive compensation programs are designed to attract, motivate, reward and retain highly qualified and experienced executives. We believe that the design of our executive compensation programs and policies is fully aligned with our short- and long-term operational, safety and sustainability objectives, and long-term shareholder value creation. Following best practices for transparent compensation disclosure, we report on executive pay ratios. We disclose in Table 32 the percentage increase in compensation ratio for both the highest-paid Teck

employee and median annual salary changes. In the same table, we also disclose the ratio of pay for the highest-paid employee in that country to the median annual total compensation of all employees.

Table 32: 2022 Annual Total Compensation Ration and Percentage Increase in Annual Total Compensation Ratio[1],[2],[3]

Annual Total Compensation Ratio	Percentage Increase in Annual Total Compensation Ratio		
	Highest Paid	Median of All Employees	Ratio
113 : 1	2%	8.1%	0.25 : 1

(1) This table presents the ratio of the percentage increase in annual total compensation for the highest-paid individual in each country of significant operation, to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.
(2) Figures reported have been calculated using the target total compensation (i.e., target bonus) and do not include actual bonus payouts.
(3) The median total direct compensation is calculated for all employees, excluding contractors, based on estimates.

Table 31: Entry Level Wage Compared to Local Minimum Wage[1],[2]

Countries	2022		2021		2020	
	Female	Male	Female	Male	Female	Male
Canada	1.9 : 1	1.9 : 1	2.3 : 1	2.3 : 1	2.3 : 1	2.3 : 1
United States	2.3 : 1	2.3 : 1	2.2 : 1	2.2 : 1	2.2 : 1	2.2 : 1
Chile[3]	1.8 : 1	1.8 : 1	2.0 : 1	2.0 : 1	1.9 : 1	1.9 : 1

(1) For Canada, Teck wages are compared against the B.C. minimum wage. For the United States, Teck wages are compared against the Alaska minimum wage. In Chile, they are compared against the national minimum wage.
(2) The figures represented in this table are for hourly employees, and do not include contractors.
(3) The figures representing Chile are for the lowest paid operations role, as Chilean operations do not have hourly employees.

Gender Pay Equity Review

Since 2017, we have conducted our annual company-wide Gender Pay Equity Review, with the objective of ensuring that female and male employees across the organization receive equitable pay. The reviews were conducted by our compensation team, with the methodology validated by a leading third-party global consultancy. In 2022, the reviews found no indication of any systemic gender pay issue within our company; any differences in salaries paid are due to a variety of factors, such as average shorter service for female employees in the company. We will continue to maintain gender pay equity in the organization, and similar reviews will be conducted regularly.

Employee Feedback, Incidents and Grievances

As set out in our Global Human Resources Policy on Anti-Harassment, discrimination and harassment, including sexual harassment in the workplace, are unacceptable and will not be tolerated at Teck.

In 2022, we dealt with individual reports of harassment through our human resources procedures and received two allegations of discrimination through our whistle-blower hotline (the *Doing What's Right* hotline, which is available in the languages of all countries in which Teck operates). These reports have been investigated and, where allegations were confirmed, appropriate responsive action taken. We prohibit any form of retaliation in relation to reports of harassment.

Table 33: Ratio of Basic Salary and Remuneration in 2022

Employee Category	Average Basic Salary (Female : Male)	Average Remuneration (Female : Male)
Canada[1]		
Executive & Senior Management	0.9 : 1	0.7 : 1
Management	1 : 1	1 : 1
Professional	0.9 : 1	0.9 : 1
Professional Support	0.8 : 1	0.8 : 1
Administration	1 : 1	0.9 : 1
Hourly/Operators	0.9 : 1	0.9 : 1
United States		
Executive & Senior Management	N/A	N/A
Management	0.9 : 1	0.9 : 1
Professional	1 : 1	1 : 1
Professional Support	0.8 : 1	0.8 : 1
Administration	1 : 1	1 : 1
Hourly/Operators	0.8 : 1	0.8 : 1
Chile		
Executive & Senior Management	1 : 1	1.2 : 1
Management	1 : 1	0.9 : 1
Professional	0.9 : 1	0.9 : 1
Professional Support	1.1 : 1	1 : 1
Administration	0.9 : 1	0.9 : 1
Operators	0.7 : 1	0.7 : 1

(1) Includes CEO.

[41] Due to availability of the data, the following family structures are used: 1. Canada: Two adults (both working) and two children 2. United States: Single adult no children 3. Chile: Single adult no children. The data sources that are used in the review are as follows: U.S. https://livingwage.mit.edu/; Canada - https://www.livingwageforfamilies.ca/living_wage2021 and https://www.ontariolivingwage.ca/living_wage_by_region; Chile https://wageindicator.org/salary/living-wage/chile-living-wage-series-september-2019.

Relationships with Communities

Topics that are universally material for communities include public health, inequality and employment.[42] While community investment remains important, companies are also focusing on creating more access to economic opportunities, especially for under-represented communities.[43]

Mining can generate significant value to communities, but also has the potential for adverse impacts. In recognition of these impacts and opportunities, the International Council on Mining and Metals (ICMM) established stakeholder engagement as one of its 10 Principles. ICMM member companies work to mitigate adverse impacts and to maximize positive impacts, including local hiring, local procurement and community investment, which can help to stimulate local economies, develop local skills and remove barriers to local development.

At Teck, we work with a sense of personal responsibility and care for the people, communities and lands where we operate, as outlined in our purpose statement and values. Our social management and performance policies and frameworks are designed to take a people-centric approach to dialogue and engagement that focuses on emergent practices for relationship building, collaboration and local development. In 2022, 55% of our employees were from local communities, and 48% of our total procurement was with local suppliers. As part of our annual community investment contribution, we provided $24.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes.

GRI Indicators

GRI 2-16, 2-23, 2-24, 2-25, 201-1, 202-2, 203, 203-1, 203-2, 204, 204-1, 205-1, 413, 413-1, 413-2, G4-MM6, G4-MM7

This topic is considered one of the most material by our shareholders, employees, contractors, suppliers, regulators and society in the context of all Teck sites, contractor selection/management and supplier selection.

How Does Teck Manage This Topic?

Information about how we manage relationships with communities, including relevant policies, management practices and systems, is available for download on our website.

[42] Fixing the S in ESG. Stanford Social Innovation Review. 2022. [43] The "S" in ESG: an increasing focus for organizations (and CPAs). CPA Canada. 2022.

Pictured: Basilica De Andacollo, Chile.

$**24.9**
million

in community
investment

55%

of total local
employment

48%

of total procurement was
with local suppliers

Case Study: Huerta Educacional (Educational Garden) in Andacollo

Teck seeks to build trust-based relationships with communities and Indigenous Peoples focused on respecting human rights and on creating lasting benefits in the regions where we operate. In Andacollo, Chile, Teck sponsors the Mesa Comunidad Andacollina Teck (CAT Board). The CAT Board was formed to support dialogue with the Andacollo community and to promote their participation in local development planning.

The project Huerta Educacional (educational garden) was selected after careful evaluation and a vote by the citizens of Andacollo. The initiative seeks to create an outdoor educational space to provide children in the area with an opportunity to develop environmental values within an inclusive and respectful learning environment. The program includes a variety of agricultural tools and infrastructure and a greenhouse-type garden. More than 100 children from the Pepitas de Oro kindergarten in Andacollo are utilizing this new outdoor educational space.

Read the full case study at teck.com/news/stories.

Our Performance in Relationships with Communities in 2022

Our Targets and Commitments Maintaining good relationships with communities is essential to facilitating responsible mining. We do that by building trust-based relationships and focusing on practices driven by our understanding of social risk, through our commitment to local and sustainable development, and through our work in human and Indigenous rights. We engage with communities to identify social, economic and environmental priorities, and to define mutually desired outcomes and measures of success. The following table summarizes our performance against our new sustainability strategy and goals for relationships with communities.

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
Goal: Increase local employment and procurement opportunities by 2025 to deliver direct economic benefits to communities.	On track	Teck retained the not-for-profit Mining Shared Value to identify Teck best practices on local employment and procurement as well as opportunities for improvement.
		In 2022, Teck sites focused on working with local communities to create opportunities for employment and to procure locally to enhance economic opportunities for local and Indigenous communities.
		In Chile, Teck ran programs to provide training to local community members. We maintained a database of program graduates for employers, and supported program graduates in finding employment opportunities. Our sites also ran local supplier development programs to improve the readiness and competitiveness of local businesses as we expand local contracting for operations and projects.

Performance Metrics

Indicator
# of significant community disputes[1] at our operations

Target
Zero new significant community disputes at our operations

2022:	1
2021:	1
2020:	1

Indicator
Procurement spend on local suppliers

Target
Increase procurement spend with local suppliers, relative to total spend on procurement[2]

2022:	48%
2021:	29%
2020:	24%

Indicator
Average % of local employment[3] at operations

Target
Increase % of local employment at operations, relative to total employment

2022:	55%
2021:	69%
2020:	72%

Indicator
Amount of funds disbursed through community investment

Target
At least 1% of our average annual earnings before tax (EBT) during the preceding five-year period

2022:	$24.9 million (1.02%)
2021:	$23.9 million (1.26%)
2020:	$19 million (0.97%)
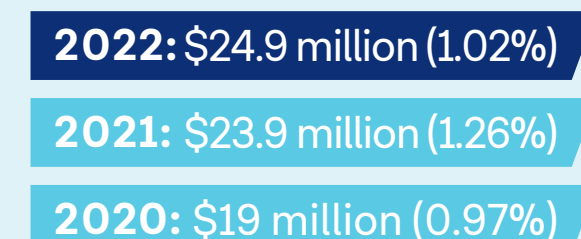
(1) See page 65 for the definition of "significant disputes".
(2) See page 81 for total spend on procurement.
(3) Estimate based on Teck's human resources reported data.

Our Performance in Relationships with Communities in 2022 (continued)

Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
Goal: Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing $100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025.	On track	Provided a total investment of $24.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. In 2022, we: · Invested in programs that supported community health and wellness, environmental initiatives and sustainable community development in the areas where we operate · Provided emergency support to communities and regions in the areas where we operate in response to natural disasters and ongoing COVID-19 recovery · Expanded our prioritization on Indigenous-focused investments that support education, social improvements and economic development for the Indigenous Peoples in whose territories we operate · Advanced our Copper & Health program, installing antimicrobial copper surfaces in partners' hospitals, post-secondary institutions, transportation partners, and sport and culture facilities · Achieved a 10-year milestone on our Zinc & Health partnerships dedicated to reducing child mortality and improving child nutrition on a global scale

Teck's Social Management and Performance Standards and Frameworks

We have a long-established Social Management and Responsibility at Teck (SMART) Framework, which is supported by guidance and toolkits that enable consistent management of key social practices at sites. Following a review of this framework, in 2022 we created a new Social Performance Standard, which will replace our SMART framework in 2023.

In 2022, we also continued to focus on providing support for our community relations practitioners, both at our offices and at our sites, and we provided skills development training. This included virtual and in-person dialogue training for social performance practitioners and geologists. This training focused on building the skills necessary for effective dialogue and engagement with communities.

Engagement on Actual or Potential Impacts

Guided by our HSEC Management Standards and our SMART Framework, all of our operations, development projects, joint ventures and exploration teams engage and consult with COIs to address potential, current and emerging issues, and to maximize opportunities that provide strategic value for Teck and for those communities. For a full list of our operations, development projects and non-managed joint venture operations, see Methodology and Restatements on page 85 of this report.

In 2022, we used a hybrid mode of both virtual and in-person engagement methods, and we supported community efforts focused on community health and livelihoods, cultural use, and water quality.

Activities across the mining life cycle may result in a range of social, economic and environmental impacts, both positive and adverse. These may include impacts that are relevant to human rights or Indigenous rights. Examples of specific impacts experienced at our operations in 2022 and major engagements undertaken are discussed in Table 34. See pages 5–6 for a list of key engagement topics with our COIs identified and managed in 2022. For details on resettlement activities and related impacts, see our Human Rights chapter on page 49.

Table 34: Selected Major Engagement Activities in 2022

Actual or Potential Impacts on Communities from Our Activities (adverse or positive)	Sites and Projects	Major Engagement Activities
Socio-Economic/Community: livelihoods, cultural use, employee rights	Cardinal River	Engaged with community members, government and Indigenous Peoples near the mine on reclamation and closure planning and community investments.
Environmental/Socio-Economic: livelihoods and community health	Carmen de Andacollo Operations	Engaged with community members and local government to address concerns with respect to blasting (dust, noise and vibration), water supply, and support for road maintenance when heavy rains resulted in the main access road to the town being closed for 48 hours. In 2022, engagement also included starting the removal of historical tailings from the town, improvements to housing, and resettlement of families residing in very close proximity to the operation.
Environmental/Community: livelihoods, cultural use, water quality and community health	Elk Valley steelmaking coal operations	Engaged with community members, government agencies and Indigenous Peoples on the Fording River Extension project and the Elk Valley Water Quality Plan. Continued to engage COIs on dust management, community investment, local content, and environmental stewardship.
Socio-Economic/Community/ Environmental: livelihoods, cultural use, access to land and water	Highland Valley Copper Operations	Engaged with Indigenous governments and organizations on the advancement of environmental applications to extend the life of the existing mine, the incorporation of Indigenous knowledge in site programs and environmental assessments, implementation of agreements, employment and procurement opportunities, and cultural heritage management, as well as water availability and quality. Also engaged with key COIs on tailings management as part of the implementation of the Global Industry Standard for Tailings Management and with local government regarding operations and mine life expansion project (HVC 2040).
Socio-Economic/Community: livelihoods, employee rights	Pend Oreille	Engaged with community members and local government on community investments and planning for closure.
Socio-Economic/Community/ Environmental: livelihoods, cultural use, water quality	Quebrada Blanca Operations	Engaged with local communities and Indigenous Peoples on environmental management, local content, community investments and conservation initiatives.
Socio-Economic/Community/ Environmental: livelihoods, cultural use and subsistence, community health, water quality	Red Dog Operations	Engaged with Indigenous Peoples and government on water quality, impact assessments, community investment, local content, activities associated with mine life extensions, and support for the relocation of the community of Kivalina.
Environmental/Community: community health, livelihoods	Trail Operations	Engaged with community members and government on major maintenance turnaround activities, including traffic and noise. There was also engagement on community investment and events, biodiversity, continued air quality improvements, and sustainability and opportunities to support decarbonization.

Engagement on Actual or Potential Impacts (continued)

Table 34: Selected Major Engagement Activities in 2022 (continued)

Actual or Potential Impacts on Communities from Our Activities (adverse or positive)	Sites and Projects	Major Engagement Activities
Socio-Economic/Community: livelihoods, subsistence, community well-being	Quebrada Blanca Phase 2 project	Engaged local community members and Indigenous Peoples, and national, regional and sectorial governments about activities associated with the expansion project.
Environmental/Socio-Economic/Community: livelihoods, water quality, community health	Zafranal project	Completed the public hearing of the Social and Environmental Impact Assessment submission, held virtually due to pandemic restrictions, with 390 participants, generating 439 questions responded to over 13 hours. Continued engagement on livelihood restoration with informal and small-scale miners near the project.
Environmental/Socio-Economic/Community: cultural use, livelihoods, water quality, community health	Galore Creek project	Engagement is supported through continued implementation of the 2006 Participation Agreement with Tahltan Nation; engaged on topics ranging from Tahltan knowledge to tailings management and project configuration; awarded the Ann M. Ball bursary to a young Tahltan member pursuing a Masters of Science. Provided on-site archeological assistant training to Tahltan members, and hired one trainee for the summer who made a significant find in Telegraph Creek.
Environmental/Socio-Economic/Community: livelihoods, water quality, community health	San Nicolás project	Consultation on Environmental Impact Statement results and key messages based on 4,900 engagements: responsible mining, water quality, air quality, livelihoods and biodiversity. A land access agreement was reached with Ejido La Blanca for environmental monitoring activities. Ongoing engagement with government and communities on the joint venture announcement with Agnico Eagle.
Environmental/Community: livelihoods, water quality, community health	NewRange Copper Nickel (previously Mesaba and NorthMet)	Engaged with local regulators and communities on environmental study activities, and engaged tribes, elected state and federal officials, regulatory agencies, industry, and labour on the joint venture announcement with PolyMet. Community investment and volunteering was carried out to support emergency services, food security initiatives, STEM programs and local community initiatives.
Environmental/Community: cultural use, livelihoods	Schaft Creek project	Engaged with the Tahltan Central Government to increase the number of Tahltan companies contracted to support the 2022 field season. Continued to support local community programs focused on youth, culture and sports as well as commitments laid out in the Communications and Engagement Agreement.

Understanding our Communities

In 2022, for the sixth consecutive year, Teck conducted public opinion surveys with people living near our operations. The survey this year included Elk Valley, Highland Valley Copper, Red Dog, Trail, Quebrada Blanca and Carmen de Andacollo operations, with the objective of gathering insight on the issues that communities care about most.

The data obtained helps us to measure and guide improvements in our performance, assess the impact of events, inform our planning processes and support our reporting. The surveys were conducted by an independent polling company.

Feedback, Grievances and Disputes

All of our operations, major projects and most of our exploration projects have implemented feedback mechanisms, which help us to understand our impacts on communities and take steps to address them. Feedback received is recorded and categorized as i) a neutral request, ii) positive feedback or iii) negative feedback and is discerned from regular interactions with community members, in that the feedback specifically makes a request or seeks a response from a site. Negative feedback or grievances are often specific issues of concern to community members that require a response and potential further action from the company.

Feedback

In 2022, Teck recorded over 18,000 interactions with external COIs as a result of our various engagement activities, a more than 60% increase as compared to 2021. Of that number, we received over 300 instances of feedback through direct feedback mechanisms established across our sites, compared to 571 in 2021. Feedback levels will vary from year to year for several reasons, including the level of permitting or project activity. As our sites improve their use of feedback mechanisms, we may see an increase in the overall amount of feedback received.

Negative Feedback/Grievances

Negative feedback/grievances include instances where communities of interest have specifically communicated dissatisfaction or discontent with Teck's actions or activities. This may include claims of negative direct impacts, failure to meet obligations or expectations, or lack of fair treatment or process. Teck uses a risk management consequence matrix from Level 1 to 5 to determine grievance severity, which includes environmental, safety, community, reputational, legal and financial aspects. A grievance becomes a dispute when it cannot be resolved jointly within a two-year period and is reassessed as a Level 4 or 5 severity on the risk management consequence matrix. For the purposes of reporting, all grievances Level 3 and above are disclosed. Teck's practice is that all feedback, which includes grievances, is acknowledged and assessed and a response is communicated to the complainant, with the goal of providing a satisfactory reply or resolution in a

timely manner. In 2022, of the total feedback received, 219 items were considered grievances.

All of Teck's operations have feedback policies that include a response time for acknowledging the feedback and working to resolve feedback. As adopters of the UN Guiding Principles (UNGPs), Teck demonstrates our corporate commitment to remedy issues through effective implementation of site-based feedback mechanisms. In line with the UNGPs, Teck prohibits retaliation against individuals who submit grievances to the company and has received no reported incidences of retaliation. In 2022, we started to conduct a UNGP effectiveness assessment on our site-wide feedback mechanisms. Results will be used to measure and guide improvements in our feedback mechanisms and to support our grievance reporting process.

While the specific conditions and circumstances of individual grievances may vary, Teck monitors grievance trends at sites to inform our response to reported impacts and inform our engagement strategies. In 2022 we noted fewer negative feedback and grievances across all classifications.

At Carmen de Andacollo (CdA), there was a marked increase in 2022 in negative feedback from nearby communities associated with noise and vibrations from blasting. The operation conducted research on innovative approaches that may reduce dust emissions, including new materials to control emissions during blasting and exploring new technologies to have a better understanding of the environmental conditions before blasting. The CdA team continues to seek opportunities to reduce vibration and noise and maintains ongoing communication with communities to inform them of process improvements and efforts to minimize impacts.

At Quebrada Blanca, the Tamentica community filed several complaints regarding concerns about dust impacts on agricultural activities in 2022. Quebrada Blanca maintains a close dialogue with community leadership to understand their concerns and to share information about dust management efforts at the mine. We also carried out community tours of the site to increase awareness of the site activities and impact management measures in place. For more information on how Teck manages air quality, go to page 8.

Figure 27: 2022 Grievances Received by Category[1]
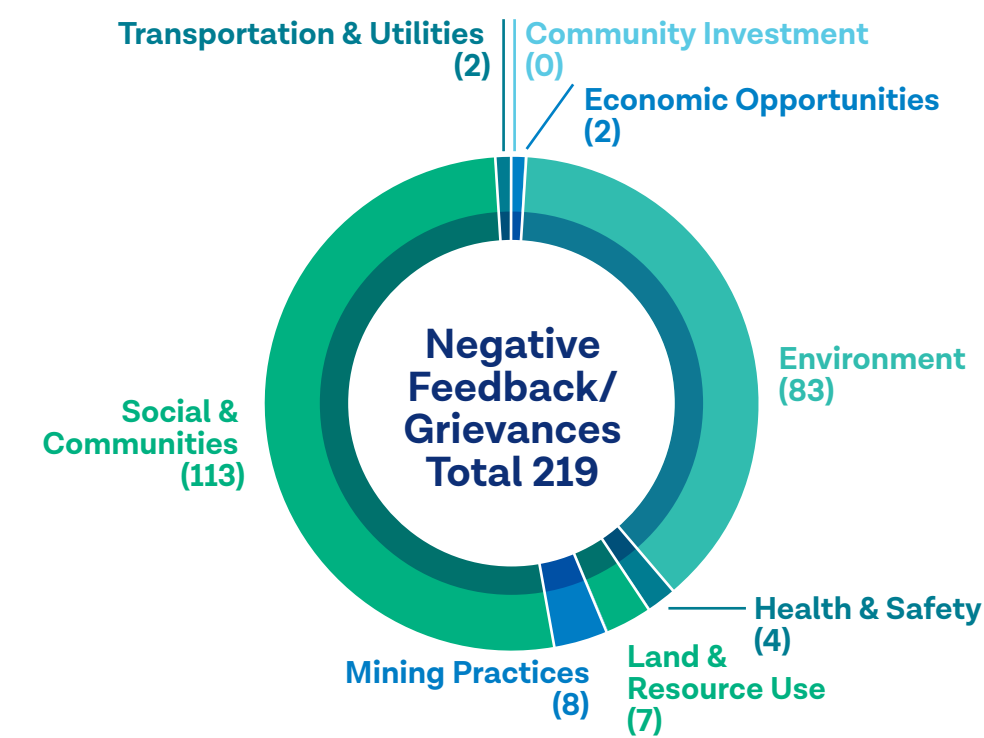
(1) Our feedback system allows for multiple labels to be assigned to each grievance/feedback. For the purposes of this diagram, we have chosen the primary label assigned by our community relations practitioners.

Disputes

Disputes represent issues that are longer term (greater than two years) between the company and the potentially impacted community, and that are related to land use and customary and other rights of communities and Indigenous Peoples. Teck uses a risk management consequence matrix (spanning from Level 1 to 5, with 5 being highest) to determine severity, which includes environmental, safety, community, reputational, legal and financial aspects. "Significant disputes" are assessed as Level 4 or 5 severity.[44]

New Significant Disputes

In 2022, Teck sites experienced one new significant dispute. The following is a brief description of this dispute:

Red Dog Mine in Alaska: Red Dog is working closely with the Iñupiat community of Kivalina to address grievances related to perceived impacts of the operation on subsistence activities such as fishing and hunting. The Singagmiut Working Group (SWG) was established as a collaborative forum to address subsistence-related concerns. Teck is also funding a co-designed comprehensive human health study and a traditional land use study. Red Dog

continues to engage with the Kivalina IRA (Tribal Council) and through the SWG. Efforts to collaboratively resolve grievances will continue in 2023.

Table 35: New Significant Disputes[1]

	2022	2021	2020	2019
# of new significant disputes	1	1	1	3

(1) Total number of new significant disputes arising during the yearly reporting period and relating to land use, customary and other rights of local communities and Indigenous Peoples at Teck sites.

Ongoing Significant Disputes

We are also actively working to address two ongoing disputes:

In 2022, we continued to monitor a Notice Civil Claim filed by the Pukaist Nation of the Nlaka'pamux Nation. We have not identified this as a new dispute in this report, as it is reflected as a 2020 significant dispute. While determination of Aboriginal rights and title in Canada is a matter to be addressed by Indigenous, federal and provincial governments, and we believe that the claim is unlikely to affect operations at HVC, Teck recognizes the significant implications of such a claim, and Highland Valley Copper remains engaged.

Our steelmaking coal operations are working with the Ktunaxa Nation Council (KNC) to address ongoing concerns regarding water quality, land disturbance, and the related environmental and cultural effects. This significant dispute was identified in 2021, and not considered as a new dispute in this report. In 2022, the KNC made a formal request for a suspension of coal mine environmental assessments in a region within Ktunaxa territory. Subsequently, the KNC entered a dispute resolution process with the British Columbia Environmental Assessment Office regarding whether the FRX project could move into the impact assessment. Teck anticipates engaging in this meaningful consultation early in 2023. See our Water Stewardship: Managing Water Quality in the Elk Valley section on page 36 for more information on our approach to water quality and compliance, and on the progress we have made in the Elk Valley.

44 In 2021, the definition of "significant dispute" was refined to match severity thresholds for HSEC incident reporting (assessed as Level 4 or 5 and greater than two years). Accordingly, the results may not be comparable to previous years' reporting.

Teck 2022 Sustainability Report | Purpose in Action | **Relationships with Communities**   **65**

Feedback, Grievances and Disputes (continued)

Community Incidents

In 2022, we continued to utilize a community incident reporting system to ensure we capture and respond to all community incidents in addition to concerns raised through our usual feedback mechanisms. An incident is an event or occurrence where individuals or groups may cite real or perceived breaches of law or company policy and/or real or perceived impacts on human rights, livelihoods, the rights of Indigenous Peoples and/or community health and safety. These events may result in actions taken by communities that have the potential for financial, legal, relationship and reputational consequences to the company.

Teck uses a risk management consequence matrix (spanning from Level 1 to 5, with 5 being highest) to determine severity of incidents. "Significant incidents" are assessed as Level 4 or 5 severity. Teck reported one community incident deemed significant during the 2022 reporting year:

In late 2022, a group of 12 Huatacondo community members blocked the access road to the operation and caused some damage to an access gate. The blockade was relatively brief. The reason for the demonstration was a few individuals' frustration with a change in timing for payments associated with a community-led monitoring program. The change had been communicated to the community leadership, who has agreed with the change. The site has planned for an early 2023 meeting with community leaders to discuss the incident, address concerns with the changes made and find collaborative solutions to avoid operational disruptions in the future.

Economic Value Generated and Distributed

We contribute to the wealth and prosperity of the countries, regions and communities where we operate by generating economic value that includes tax and royalty payments, local hiring and procurement, and community investments. We work to improve efficiency of our activities and reduce our operating costs to maximize the economic value generated.

In 2022, we had a profit attributable to shareholders of $4.9 billion or $9.25 per share. This compares with a profit attributable to shareholders of $2.9 billion or $5.39 per share in 2021. See our 2022 Annual Report for more detailed information on our financial performance.

Table 36: 2022 Breakdown of Economic Value Generated and Distributed (millions)

| | Economic Value Generated Revenues[1] | Economic Value Distributed | | | | | | | | Economic Value Retained |
| | | Payment to Suppliers[2] | | Employee Wages and Benefits[3] | | Payments to Providers of Capital[4] | Income and Resource Taxes[5] | Community Investments[6] | Total | |
		Operating Costs	Capital Expenditures	Operating Costs	Capital Expenditures					
Canada	$ 13,854	$ 5,537	$ 774	$ 1,523	$ 24	$ 1,959	$ 714	$ 19	$ 10,550	$ 3,304
U.S.	2,122	1,101	133	162	2	9	118	2	1,527	595
Chile	504	428	3,207	117	120	172	76	3	4,123	(3,619)
Peru	1,491	415	143	130	2	9	309	–	1,008	483
Other	–	-	18	6	–	–	–	1	25	(25)
Inter-segment elimination[2]	(655)	(655)	–	–	–	–	–	–	(655)	–
Total	**$ 17,316**	**$ 6,826**	**$ 4,275**	**$ 1,938**	**$ 148**	**$ 2,149**	**$ 1,217**	**$ 25**	**$ 16,578**	**$ 738**

(1) Revenues are presented based on an accrual basis. Internal cross-border sales are eliminated as shown.
(2) Operating costs include operating expenses at our mining and processing operations and our general and administration, exploration and research and development expenses and costs relating to production stripping. Operating costs exclude depreciation, employee wages and benefits, and change in inventory which are specified separately. Capital expenditures are payments for purchases of property, plant and equipment, excluding the component relating to capitalized wages and benefits, which is specified separately. Deferred stripping is included in operating costs and not capital expenditure.
(3) Wages and Benefits reflect total amounts paid to employees relating to wages and benefits, including payroll taxes.
(4) Payments to providers of capital include dividends paid to shareholders, interest paid to debtholders, and payments for share repurchases less issuance of shares.
(5) Income and resource taxes include amounts paid in the year.
(6) Community investments include voluntary donations paid during the year. Figures have been rounded to the nearest million.

Local Hiring and Procurement

We track the number of local employees and the value of local procurement, as shown in Tables 37 and 38. Local procurement is influenced primarily by the extent of site-level construction and maintenance activity, and by the availability of suitable suppliers in the local area. We continue to focus on hiring people locally, as it helps to share the economic benefits of our industry with the communities in which we operate.

In 2022, our overall average of local employees was 55% of our operational workforce; 168 senior management roles were filled by people from the local community.

Table 37: Local Employment in 2022[1],[3]

Operation	Local Employees	Senior Management Roles Filled by Locals
Carmen de Andacollo	321	0
Elkview	777	27
Fording River	1,146	26
Greenhills	487	29
Highland Valley Copper	1,340	34
Line Creek	443	16
Quebrada Blanca[4]	471	6
Red Dog	423	13
Trail	1,570	17
Total	**6,978**	**168**

Table 38: Percentage of Total Spend with Local Suppliers[1],[2]

Operation	2022	2021	2020	2019
Carmen de Andacollo	**14%**	14%	18%	16%
Steelmaking coal operations in the Elk Valley	**62%**	54%	46%	36%
Highland Valley Copper	**66%**	31%	42%	28%
Quebrada Blanca[4]	**17%**	8%	20%	17%
Red Dog	**70%**	68%	66%	71%
Trail Operations	**38%**	35%	47%	38%
Total	**48%**	29%	24%	36%

(1) "Local" is generally defined as persons or groups of persons living and/or working in any areas that are economically, socially or environmentally impacted (positively or negatively) by an organization's operations. The community can range from persons living adjacent to operations to isolated settlements at a distance from operations, but where individuals are still likely to be affected by operations. Local employees and suppliers are defined as those based in the host province (Canada), state (U.S.) or region (Chile). The operations whose areas of influence (AOI) include out-of-province/out-of-state communities are included in the definition of "local".
(2) For 2021, 2020 and 2019, data is not directly comparable between operations, as there were differences in how we defined "local" and how we tracked data for each operation.
(3) Senior management is defined as employees at bands 10 or higher.
(4) Does not include employment for QB2 project.

Community Investment

In 2022, our community investment expenditures were $24.9 million in total, which was above the target of 1% of our earnings before taxes on a five-year rolling average basis.

Noteworthy accomplishments in this area were:

- Expanding the awareness and use of antimicrobial copper to stop the spread of infection in public and healthcare spaces through our Copper & Health program, including the Royal Ontario Museum and Science World (see the case study below for more details); post-secondary institutions, including the University of British Columbia, Simon Fraser University, the British Columbia Institute of Technology and Thompson Rivers University; the Vancouver International Airport; and health centres such as the Royal Inland Hospital

- Achieving a 10-year milestone in our Zinc & Health partnerships dedicated to reducing child mortality and improving child nutrition on a global scale
- Expansion of our prioritization on Indigenous-focused investments that support education, social improvements and economic development for the Indigenous Peoples upon whose territories we operate (see the Relationship with Indigenous Peoples chapter)

Information on our community investment reporting framework is available on our website.

Case Study: Creating Safer Spaces for Learning: Copper & Health in STEM Museums — Teck and Royal Ontario Museum and Science World

Teck is working with science, technology, engineering and mathematics (STEM) discovery centres in Canada to provide an added layer of protection for visitors and staff while building awareness of copper's antimicrobial properties and the importance of metals in everyday life. Through our Copper & Health program, we partnered with the Royal Ontario Museum and Science World in British Columbia to outfit high-traffic and high-touch areas with innovative copper surfaces. Copper has unique antimicrobial properties and is proven effective in eliminating up to 99.9% of harmful bacteria within two hours of contact. In addition to copper installation, Teck is also supporting educational programming and exhibits within the spaces that illustrate how metals are used throughout our lives and the important role of copper in society today and for the low-carbon future.

Read the full case study at www.teck.com/news/stories.

Community Investment (continued)

Table 39: Community Investment by Site[1]

Operation	2022	2021	2020	2019
Corporate Offices and Projects[2]	$ **15,601,000**	$ 17,725,000	$ 11,784,000	$ 12, 102,000
Carmen de Andacollo	$ **2,054,000**	$ 2,136,000	$ 2,110,000	$ 2,569,000
Steelmaking coal operations[3]	$ **3,923,000**	$ 1,170,000	$ 1,421,000	$ 1,038,000
Highland Valley Copper	$ **509,000**	$ 515,000	$ 650,000	$ 501,000
Pend Oreille	$ **33,000**	$ 35,000	$ 58,000	$ 87,000
Quebrada Blanca	$ **973,000**	$ 960,000	$ 988,000	$ 1,241,000
Red Dog	$ **1,260,000**	$ 900,000	$ 996,000	$ 707,000
Trail	$ **333,000**	$ 400,000	$ 845,000	$ 947,000
Exploration[4]	$ **196,000**	$ 100,000	$ 201,000	$ 91,000
Total	$ **24,882,000**	$ 23,941,000	$ 19,053,000	$ 19,283,000

(1) The numbers represent Teck's portion of ownership (Carmen de Andacollo 90%, Quebrada Blanca 60%, Zafranal 80% and Galore Creek 50%).
(2) Includes Calgary, Santiago, Spokane, Toronto, Beijing, Richmond and Vancouver offices as well as resource development projects (Frontier, Galore Creek, Zafranal, San Nicolás, NewRange Copper Nickel (previously Mesaba and NorthMet) and Schaft Creek and all legacy sites. It also includes company-wide donations under the Team Teck Community Giving employee donation matching program.
(3) Steelmaking coal operations include Elkview, Greenhills, Fording River and Line Creek operations.
(4) Teck has a global exploration presence. See our website for details.

Team Teck

The Team Teck Community Giving program offers our employees the opportunity to amplify their donations to causes that they care about through donation matching from Teck. In 2022, employees across Teck supported their communities across several organizations, with a particular commitment to supporting emergency response initiatives related to the war in Ukraine and the extreme weather impacts in B.C., Alaska and other areas in the world. This includes the Canadian Red Cross, UNHCR Canada and United Way British Columbia, with a total of $179,000 provided by Teck in matching funding.

Industry Collaboration

We work with various local, national and international organizations and programs to support improvements in best practices for social management and responsibility across the industry, such as the ICMM, the Mining Association of Canada (MAC), The Copper Mark and the Prospectors & Developers Association of Canada (PDAC). In 2022, Teck was an active participant in MAC's International Social Responsibility Group, ICMM's Community Support Working Group and the Skills for Our Common Future initiative (Skills Initiative) Working Group.

Relationships with Indigenous Peoples

The majority of mining industry operations and many development projects are located within, or immediately adjacent to, Indigenous Peoples' traditional territories, making it vital to establish and maintain trust throughout the mining life cycle. In 2022, the United Nations observed the International Day of the World's Indigenous Peoples by celebrating the role of Indigenous women in their communities.[45]

Teck recognizes and respects the rights, cultures, knowledge, interests and aspirations of Indigenous Peoples, and we are committed to building strong and lasting relationships. We work to achieve the free, prior and informed consent of Indigenous Peoples for our activities, and we support self-defined community goals.

We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples, the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining, The Copper Mark Criteria for Responsible

Production, and the Mining Association of Canada's Towards Sustainable Mining (MAC TSM) Indigenous and Community Relationships Protocol.

We focus on the negotiation of mutually beneficial agreements as a foundation for strong and positive relationships, and we have signed 14 new agreements with Indigenous communities in 2022, bringing the total number of agreements to 102. We also continued to support Indigenous-led organizations through our Community Investment Program and through our spend on Indigenous procurement.

GRI Indicators

2-23, 2-24, 2-25, 203-2, 3-3, 411-1, G4-MM5, G4-MM6, G4-MM7

This topic is considered one of the most material by Indigenous Peoples, regulators and society in the context of all Teck sites located within or adjacent to Indigenous Peoples' territories.

How Does Teck Manage This Topic?

Information about how we manage relationships with Indigenous Peoples, including relevant policies, management practices and systems, is available for download on our website.

[45] International Day of the World's Indigenous Peoples. United Nations. 2022.

Aymara Naciente Collahuasi Indigenous Association at the Quebrada Blanca Phase 2 project, Chile.

$**345** **million** / spent on Indigenous businesses through procurement

14 / new agreements and **102** total agreements with Indigenous Peoples

Case Study: Empowering More Indigenous Women in Chile

In 2022, we extended our partnership with UN Women by investing an additional US$5 million to empower more Indigenous women in northern Chile through the Originarias programme. The programme — begun in 2016 with support from Teck — seeks to contribute to the empowerment and economic and social participation of Indigenous women, leading to a greater autonomy and a better quality of life for target communities. It also aims to strengthen community ties as well as to highlight the essential role of Indigenous women as transmitters of knowledge and defenders of their culture and economic rights.

Collaborating with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being is a strategic sustainability priority at Teck. The investment in 2022 will provide a greater number of Indigenous women in northern Chile with access to tools and training to develop skills, build networks and improve their economic well-being, and will expand training and learning opportunities for Indigenous youth.

Read the full case study at teck.com/news/stories.

Our Performance in Relationships with Indigenous Peoples in 2022

Our Targets and Commitments Teck is committed to responsible resource development, and we recognize that building strong relationships with Indigenous Peoples that help us understand each other's perspectives and priorities is fundamental to our success, as outlined in our Indigenous Peoples Policy. The following table summarizes our performance against our sustainability strategy and goals for relationships with Indigenous Peoples.

| Sustainability Strategy Goals	Status	Summary of Progress in 2022
Strategic Priority: Collaborate with communities and Indigenous Peoples to generate economic benefits, advance reconciliation efforts and improve community well-being		
Goal: Achieve greater representation of Indigenous Peoples across our business by 2025 by increasing employment and procurement through business development, capacity-building, education and training opportunities.	On track	Conducted a baseline study of local and Indigenous employment and contracting practices across Teck, and developed consistent definitions to improve monitoring and reporting. Teck has advanced local hire and procurement procedures in collaboration with human resources and supply chain teams at the corporate and site level.
Goal: Deliver positive social, economic and environmental outcomes for communities and Indigenous Peoples by contributing $100 million to community organizations and global initiatives, including our Zinc & Health and Copper & Health programs, by 2025.	On track	Provided a total investment of $24.9 million to local, regional, national and global programs supporting positive social, economic and environmental outcomes. This includes $3.2 million via 134 organizations to support Indigenous Peoples, representing 13% of Teck's total community investment spend in 2022. In 2022, Teck extended the existing partnership with the UN Women Originarias programme to invest an additional US$5 million over five years to provide access to tools and training to develop skills, build networks and improve their economic well-being. (See the case study on this page).

Performance Metrics

Indicator
Procurement spend with Indigenous suppliers

Target
Increase procurement spend with Indigenous suppliers relative to total spend

2022:	$345 million (4%)
2021:	$267 million (4%)
2020:	$192 million (3%)
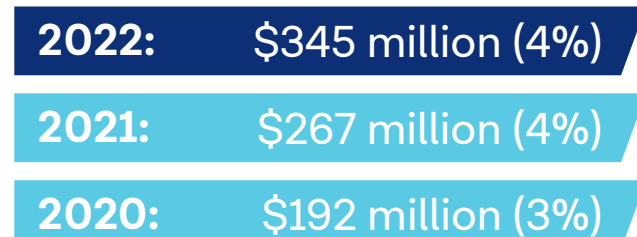
Indicator
Number of agreements with Indigenous Peoples

Target
Negotiate agreements with Indigenous Peoples affected by our activities

2022:	14 new agreements
2021:	10 new agreements
2020:	5 new agreements

Indicator
New significant disputes[1] relating to land use, customary rights and other rights of local communities and Indigenous Peoples

Target
Zero new significant disputes

2022:	1 new significant dispute[2]
2021:	1 new significant dispute[2]
2020:	1 new significant dispute

(1) See page 65 for the definition of 'significant disputes'.
(2) See page 65 in the Relationships with Communities chapter for description of disputes.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples

We continue to engage with Indigenous Peoples early in our planning processes and work to achieve their free, prior and informed consent when proposing new or substantially modified projects, as outlined in our Indigenous Peoples Policy. We continued to use both virtual and in-person engagement methods in 2022.

Table 40: Key Engagements with Indigenous Peoples in 2022

Site	Major Activities
Highland Valley Copper Operations	Engaged with 17 Indigenous communities on implementation of agreements and the HVC 2040 project. Advanced commitments in the areas of water management, the cultural heritage program, contracting opportunities and employment of agreement-holder membership. Collaborated with Indigenous-led organizations to support and participate in events in commemoration of the National Day for Truth and Reconciliation.
Quebrada Blanca Operations	Conducted continued implementation and engagement of RCA 72 with a focus on maintenance of livestock infrastructure and improving management practices and fodder production. Continued engagement with the Quechua Indigenous community of Ollagüe to create the Alconcha Salt Flat Conservation Area, a land conservation area in the community's territory. During 2022, Teck submitted an EIA that is currently under review by the authorities.
Quebrada Blanca Phase 2 (QB2) Project	Supported the implementation of the 17 collaboration agreements with both Indigenous communities and the local anglers' organization. Engagement with communities is maintained through 28 working tables across region and the 8 co-monitoring programs with communities on topics such archeology, tailings, water quality and traffic, among other topics. Extended the UN Women Originarias programme for five years to continue supporting skills development and economic well-being of Indigenous women in northern Chile. As part of RCA 74, work has been continued with the community participation plan in the development of cultural heritage measures, the continuation of the Livestock Development Program and updating the Road Safety Protocol for A-97B road to be ready for operation.
Red Dog Operations	Engaged with the 11 Indigenous communities, regional organizations, local governments, the Subsistence Advisory Committee and the Employment and Training Committee on Red Dog Operations. Engaged with the mine's two closest Indigenous communities – Noatak and Kivalina - on employment and retention of community members, site water balance challenges, management and mitigation, as well as a focused engagement on exploration and other activities associated with mine life extensions. Also, engaged with the community of Kivalina on Teck's support for the future relocation of the community.
Steelmaking Coal Operations in the Elk Valley	Continued to engage with the Ktunaxa Nation Council on regional stewardship related to Teck's current operations, particularly those related to water quality and fish populations, as well as the proposed Fording River Extension Project (FRX). Engaged Ktunaxa governments, citizens and businesses on employment and contracting opportunities. Expanded engagement efforts with other Indigenous communities in British Columbia, Alberta and the United States, including as part of the coordinated assessment of FRX. Supported and participated in events such as National Indigenous Peoples Day events at Yaq̓it ʔaꞏknuqⱡi 'it and the Reconciliation Walk organized by the ʔaq'am Community on the National Day for Truth and Reconciliation.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples (continued)

Table 40: Key Engagements with Indigenous Peoples in 2022 (continued)

Site	Major Activities
Trail Operations	Engaged with the Okanagan Nation Alliance related to the Northern Pike Program and with the Upper Columbia White Sturgeon Recovery Initiative's Technical Working Group. We are also part of the Columbia River Integrated Environmental Monitoring Program, which seeks to collaborate on aquatic ecosystem monitoring, evaluation and reporting on the Lower Columbia River; this includes Indigenous participation. Supported local organizations and events in commemoration of the National Day for Truth and Reconciliation.
Galore Creek Project	Continued implementation of the Participation Agreement, originally signed with the Tahltan Nation in 2006, and initiated discussions to renew the Agreement with an updated Project Description. Engaged with Tahltan and the provincial government to establish a mechanism to position the Tahltan in a consent-based role for the regulatory process to amend the Environmental Assessment Certificate. Continued monthly technical working sessions covering a variety of topics ranging from traditional knowledge to tailings management.
Schaft Creek Project	Engaged with the Tahltan Nation on our Communications Agreement signed in 2018 and continued to collaborate with the Tahltan Director of Employment on opportunities for local hiring and service provision and Tahltan Land Director on project permitting.
NewRange Copper Nickel Project (previously Mesaba and NorthMet)	Completed formal engagements with Indigenous groups on environmental stewardship and potential paths for further engagement and collaboration.
Legacy Sites	Engaged with community members, government agencies and Indigenous Peoples for several legacy properties regarding post-closure activities, including water quality monitoring programs, water collection and treatment (where occurring), community investments, and the participation of Indigenous Peoples in studies and impact assessments.
Exploration	Conducted early, proactive engagement for all active projects in all countries in which Teck explores to establish dialogue and build relationships. Obtained support from local Indigenous communities to proceed with exploration programs for projects spanning Canada, Chile and Peru, either through formalized new agreements or by meeting pre-existing commitments, in addition to agreements from non-Indigenous local communities across all global active projects.
Cardinal River mine[1]	Continued to engage with seven Indigenous communities on Cardinal River mine's closure planning. Conversations advanced around reclamation and closure planning and execution. Established a Cardinal River Indigenous Closure and Reclamation Working Group.

(1) As of June 2020, Cardinal River Operations transitioned to closure. However, active engagement with Indigenous Peoples and communities, among other activities, took place in 2022.

Recognizing and Respecting the Interests and Rights of Indigenous Peoples (continued)

Cultural Awareness Training

We have training on Indigenous Peoples' rights and cultural awareness planned for all staff. Cultural awareness training is intended to support effective relationships with the Indigenous communities we work with, and with our Indigenous colleagues. This is part of Teck's commitment to inclusion and diversity in the workplace.

Based on the review and refresh of our approach to cultural awareness training conducted in 2021, we completed the development of the computer-based training modules in 2022 and a full rollout is planned for 2023.

Support for Reconciliation

Teck is committed to reconciliation with Indigenous Peoples. We continue to work in partnership with Reconciliation Canada to support their vision of revitalizing the relationships among Indigenous Peoples and all Canadians. In addition, we support the implementation of the Memorandum of Understanding on economic reconciliation between the Business Council of British Columbia and the BC Assembly of First Nations. We also continue to proactively engage in government-led initiatives to improve the lives of Indigenous Peoples in several jurisdictions through their participation in mining-related activities.

Teck also recognized the National Day for Truth and Reconciliation as an opportunity to engage in meaningful discussions on reconciliation with over 10,000 employees across Teck sites and offices. We also provided financial contributions to 11 Indigenous and reconciliation-related organizations. See the Community Investment Focused on Indigenous Peoples section on page 74 for more detail.

Negotiating and Implementing Agreements

In 2022, there were 102 active agreements in place with Indigenous Peoples, including 14 new agreements ranging from exploration agreements to impact benefit agreements.[46] For a full list of our active agreements with Indigenous Peoples for projects and operations, see our Sustainability Performance Data.

Implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

In November 2019, B.C. became the first province in Canada to legislate its endorsement of UNDRIP, implementing the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA). The legislation includes a commitment to ensure the laws of B.C. are consistent with UNDRIP. In June 2021, the federal government of Canada implemented similar legislation: the *United Nations Declaration on the Rights of Indigenous Peoples Act.* As set out in Teck's Indigenous Peoples Policy, we continue to implement our commitment to work to achieve the free, prior and informed consent of Indigenous communities.

Case Study: Communicating Across Cultures Program at Red Dog Operations

For the last two years, Teck's Red Dog Operations (RDO) has offered the Communicating Across Cultures training program, which focuses on what defines culture and on understanding how, given cultural differences, miscommunication can occur. It is facilitated by Dr. Michael Oleksa (who is also known as Father Michael), a leader in the development of cross-cultural communication in Alaska.

As guests of the Northwest Arctic region of Alaska and its Indigenous Peoples, it is important for RDO to provide training to our people that aligns with our values and that helps them engage with people of different backgrounds, experiences and perspectives. Over 220 employees and contractors have received the training, providing them with an opportunity to learn about the Indigenous way of life, helping create a stronger work culture, improving team dynamics, and helping RDO live our values of being respectful and inclusive.

Read the full case study at teck.com/news/stories.

Creating Opportunities for Employment and Economic Development

Indigenous Education, Training and Employment

Employment is one way in which local communities can benefit from our operations, and we work with Indigenous communities to increase the number of Indigenous Peoples employed at Teck. We have set a sustainability goal to achieve greater representation of Indigenous Peoples across our business by 2025, including by increasing employment. We hope to learn from the success of initiatives at our Red Dog Operations to bring these practices across the company while supporting education and training initiatives to build career pathways into mining.

In 2022, there were 208 Indigenous new hires at our Red Dog Operations, which represents 79% of the total new hires at Red Dog; 398 employees were NANA shareholders, representing 61.8% of the total number of employees at Red Dog Operations. NANA is a Regional Alaska Native Corporation owned by the Iñupiat people of northwest Alaska.

Since 2012, Teck has been a partner with Indspire, an Indigenous national charity that invests in the education of First Nations, Inuit and Metis people. In 2022, Teck participated in Indspire's 10th annual youth conference — Soaring — to engage with over 5,000 Indigenous youth participants and to showcase career opportunities at Teck through a virtual trade show booth and interactive workshop. In partnership with Indspire, Teck also offered 10 Building Brighter Futures bursaries, scholarships and awards to Indigenous post-secondary and skilled trades students.

We continue to work on our data collection and analysis processes on the topic of Indigenous employment and economic partnerships. Improved information will be used to identify the most effective engagement opportunities. The goal is to support efforts towards strengthening our relationships with Indigenous communities, developing new programming and effectively sharing the benefits of mining, including employment and procurement opportunities.

Procurement from Indigenous Suppliers

Procurement with Indigenous businesses is critical in sharing the economic benefits of mining and in advancing economic reconciliation. Many of our agreements with Indigenous Peoples contain commitments to support our shared interest in ensuring Indigenous businesses provide goods and services to our sites. We recognize that facilitating access to contracting opportunities for Indigenous businesses leads to more resilient supply chains and increased prosperity for all, during and after mine life.

In 2022, our operations spent approximately $345 million with suppliers who self-identified as Indigenous; this represents an increase compared to 2021. In 2022, 48% ($195 million) of spending at Red Dog Operations was with Indigenous suppliers — where Indigenous procurement is one of the cornerstones of our operating agreement with NANA Regional Corporation.

Figure 28: Procurement Spend on Suppliers Who Self-Identified as Indigenous

$345 million	$267 million	$192 million	$225 million
2022	2021	2020	2019
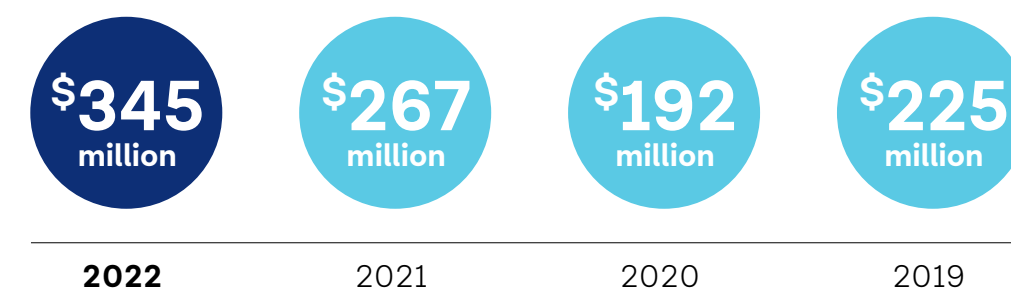
Community Investment Focused on Indigenous Peoples

In 2022, Teck allocated $3.2 million via 134 organizations to projects that support Indigenous Peoples, compared to $2.8 million in 2021. This included contributions to organizations that advance reconciliation such as the partnership with the UN Women Originarias programme, Reconciliation Canada and Indspire student bursaries.

In 2022, Teck was also a sponsor at several events focused on Indigenous partnerships:

· The Indigenous Partnerships Success Showcase, which features the stories and insights of leading voices on Indigenous economic development

· AME's Roundup hybrid conference, including its Reconciliation Breakfast and The Gathering Place events, which brings leaders in mineral exploration together to enable a culture of reconciliation

· The First Nations Major Projects Coalition's Toward Net Zero by 2050 Conference, which hosted Indigenous leaders, industry experts, policy-makers and investors from across Canada to highlight carbon-reducing examples in key areas that are either Indigenous-led or that have strong potential for industry-government-Indigenous partnership

Teck is in the process of advancing relationships with these existing partners for 2023 and is actively developing new relationships to continue supporting efforts that advance reconciliation.

Incidents and Significant Disputes

There were two significant disputes for Teck that involved Indigenous Peoples in 2022. Please see page 65 in the Relationships with Communities chapter for further details on this dispute as well as other grievances.

Business Ethics

Requirements around anti-corruption and tax transparency are increasing as governments, tax regulators and the public seek greater transparency.[47] For example, the G7 and G20 are working to implement stronger international anti-corruption measures, and to support the Extractive Industries Transparency Initiative (EITI).[48] Good governance and transparency are essential to the trust that underpins government, capital markets and society, and technology is playing a major role in transforming compliance and advancing integrity in the workplace.[49]

As an industry that operates in a wide range of jurisdictions, business ethics and anti-corruption are a major focus for mining. Mining activities can make a significant contribution to national, regional and local economies through the provision of employment and training, as well as tax and royalty payments to governments for essential services, local procurement, social development and environmental stewardship. Maintaining open and transparent communications with governments and regulatory parties is essential to mitigating risk, to responding to future regulatory changes and to forming good relationships with government entities, agents and intermediaries. International initiatives such as the EITI and national regulations such as the *Extractive Sector Transparency Measures Act* (ESTMA) in Canada are widely accepted standards for open and accountable management of resources, and they help deter corruption in the extractives

sector. The International Council on Mining and Metals (ICMM) Principles also require ICMM member companies to implement and maintain ethical business practices that seek to prevent bribery and corruption.

Teck operates primarily in Canada, the United States, Peru and Chile, which all have generally robust legal systems and well-established political processes. Our aim is to minimize adverse impacts from our activities and to build partnerships to support sustainable development and growth. We know that transparency in our business practices is critical for earning trust and, as such, we focus on being a collaborative, solutions-based partner, and regularly engage with governments on regulatory and public policy initiatives that are primarily focused on maintaining and enhancing the competitiveness of our industry as well as its sustainability.

GRI Indicators

GRI 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 3-3, 201-4, 203-2, 205-1, 205-2, 205-3, 207-1, 207-2, 207-3, 207-4, 415, 415-1

This topic is considered material by our shareholders, employees, contractors and suppliers, local communities and regulators in the context of all Teck sites and contractor selection/management.

How Does Teck Manage This Topic?

Information about how we manage business ethics, including relevant policies, management practices and systems, is available for download on our website.

[47] Is Your Business Ready for More Transparent Taxes? Harvard Business Review. 2022. [48] Fact Sheet: U.S. Strategy on Countering Corruption. The White House. 2021.
[49] Global Integrity Report 2022. EY. 2022.

Pictured: Employee at Vancouver Head Office, Canada.

Published the **sixth annual Economic Contribution Report,** providing transparency on our payments to governments and economic contributions where we operate

Worked with federal and provincial governments on **critical minerals leadership**, to boost the competitiveness and resilience of our critical minerals supply chains

Case Study: Enriching Earth Sciences Learning Environments in British Columbia

Teck partnered with the University of British Columbia (UBC) in the development of a new geological field station in Oliver, B.C., to serve as an expanded and enriched earth sciences learning environment for future mining professionals. The original field station, which was built in the 1950s, supported a long history of successful research. The new station was built thanks to Teck's $1 million donation and additional funding from UBC alumni and other donors. Construction began in December of 2019, and the facility opened to students in spring 2022.

The new facility, which serves as a new resource for research, is used by UBC geology, earth science and geological engineering students to gain critical field skills. The revitalized station will also play a central role in major new educational initiatives, with a focus on interdisciplinary experiential learning and the incorporation of Indigenous knowledge and practices.

Read the full case study at teck.com/news/stories.

Our Performance in Business Ethics in 2022

Our Commitments

Our Code of Sustainable Conduct requires employees and contractors to comply with applicable laws and regulations and with all Teck policies and standards. We are committed to upholding high moral and ethical principles, as affirmed in our Code of Ethics. Our approach to taxation, including tax reporting, is aligned with our Code of Ethics and our approach to business and sustainability. We are, in all tax matters, compliant, transparent, cooperative and ethical, as outlined in our Tax Policy.

Our Political Contributions Policy includes our commitment to zero direct corporate political contributions and to compliance with rules relating to election activities and attending partisan events.

These policies provide clear guidance around how we should conduct our business, and they set standards on topics such as bribery and corruption, sponsorships and donations, conflicts of interest, confidentiality, data privacy and third-party due diligence. While Teck's business practices must consider the local customs of the communities in which we operate, we maintain the same standards of behaviour in all jurisdictions, and our business practices are fundamentally based on honesty, integrity and respect.

Teck's activities are subject to a number of laws within the jurisdictions in which we operate. When engaging public officials, in addition to our own policies, the laws, regulations and rules of the country in which the engagement by a Teck employee occurs will apply. In addition, the applicable laws, regulations and rules of the country in which the Teck employee resides may, based on statute or treaty requirement, carry over to foreign jurisdictions.

Doing What's Right Program

Doing What's Right describes what is expected of everyone at Teck to ensure our business is conducted with honesty, integrity and respect. Teck's Code of Ethics outlines in detail how to meet this expectation, and it aligns with our values — most notably, the commitment to being responsible, courageous, respectful and inclusive. Our employees, contractors and suppliers can report any violations, or potential violations, of our Code of Ethics through our *Doing What's Right* program, which includes a

confidential whistle-blower hotline and web portal that are managed by a third party. The hotline is available in all relevant languages in the countries where we operate. Teck has a strict policy prohibiting retaliation in relation to Code of Ethics reports made in good faith.

Through this program, we received 58 reports of alleged violations of our Code of Ethics in 2022. The areas for which we received the greatest number of reports were regarding employee relations (22%), harassment (21%)

and safety concerns (14%). Of these 58 cases, 41 were closed following an investigation or were closed on the basis that no investigation was necessary. The remaining 17 cases are still under investigation. The Audit Committee receives and reviews reports on the investigation and resolution of complaints raised through the whistle-blower hotline.

No criminal cases regarding bribery were brought against Teck or any of its affiliates in 2022, 2021 or 2020.

Anti-Bribery and Corruption

Our Anti-Bribery and Corruption Compliance Policy and Interpretation Guide is reviewed annually to assess whether it adequately addresses our company-wide exposure to bribery- and corruption-related risks, and internal audits are conducted on a periodic basis at specific sites to assess compliance with the Anti-Bribery and Corruption Compliance Policy. No new significant risks associated with corruption were identified in 2022.

Teck's Anti-Bribery and Corruption Compliance Policy and Interpretation Guide supplements the Code of Ethics and reinforces Teck's commitment to anti-bribery and anti-corruption. Select employees in potentially high-risk roles are required to certify that they have read and understood these policies and standards and that nonconformity would lead to disciplinary action. They also undergo anti-corruption training at least every two years. We have criteria in place to determine which employees are required to complete anti-corruption training based on location, engagement with government and a number of other factors. Based on these criteria, 3,048 employees were required to participate in anti-corruption training in 2021/22, and over 85% of those employees have completed the training. Table 41 provides more information about training on anti-corruption policies and procedures.

In addition to engaging with employees, Teck communicates its anti-corruption policies and procedures to all members of our governance body.[50] The Chief Executive Officer, who is a governance body member, receives anti-corruption training in the role as an employee of Teck, and all governance members are expected to complete an annual Code of Ethics Acknowledgement.

Teck expects our supply chain partners to also adhere to the same fundamental principles, including those relating to legal compliance, fairness and honesty, anti-corruption and human rights that are outlined in Teck's Expectations for Suppliers and Contractors. All of Teck's significant supply chain partners are provided with Teck's Expectations for Suppliers and Contractors. In 2022, 23% of our supply chain partners were further qualified to perform work on Teck's sites, and they provided written acknowledgement of their adherence to these principles. Teck's Anti-Bribery and Corruption Compliance Policy and Interpretation Guide resides on the Teck corporate website for members of the public, investors, joint venture partners and others to review. Ongoing monitoring and assessment are conducted for all of our critical suppliers. Critical suppliers must provide information and supporting documentation of alignment with our Expectations for Suppliers and Contractors through a comprehensive questionnaire within Teck's supplier database. For more information, see our Value Chain Management chapter on page 82.

We also implement a third-party due diligence program under Teck's Anti-Bribery and Corruption Compliance Policy. Consultants, agents or intermediaries who may have contact with, or do business with, a government official on behalf of Teck must undergo sufficient due diligence to enable us to conclude with reasonable assurance that the service providers understand and will fully abide by applicable anti-corruption laws and with our policy. Under our risk analysis, service providers who may have contact with, or who have the potential to have contact with, government officials on Teck's behalf will be included in Teck's due diligence program. In 2022, one potential supplier was flagged as having anti-corruption and/or anti-bribery risks that disqualified them from conducting business with Teck.

Table 41: Number of Employees Who Have Received Training on Anti-Corruption During the 2022/23 Training Cycle

Country	Number of Employees
Canada	1,660
United States	102
Chile	1,210
Other Locations (China, Australia, Ireland, Mexico, Namibia, Peru, Turkey and Japan)	76
Total	**3,048**

Fraud

The senior legal officer reports to the Audit Committee on a quarterly basis on any cases of fraud identified and reported through the whistle-blower hotline. Five allegations of fraud were reported to the Audit Committee during 2022, and we had no involvement in any investigations regarding alleged breaches of competition laws.

Cybersecurity

Teck manages cybersecurity risk through stringent oversight and governance of digital technology. Our risk-based cybersecurity strategy is supported by a custom framework based on industry-leading practices from organizations and programs such as ISACA (previously known as the Information Systems Audit and Control Association), Capability Maturity Model Integration (CMMI), Cybersecurity Maturity Model Certification (CMMC), the Canadian Centre for Cybersecurity (CCCS), ISA Cybersecurity, the Factor Analysis of Information Risk (FAIR) Institute, the National Institute of Standards and Technology (NIST) and the Cloud Security Alliance (CSA).

The Audit Committee of Teck's Board has explicit oversight for cybersecurity-related matters under its Charter. The Audit Committee receives quarterly briefing materials on Teck's cybersecurity risk management program, including details of top threats, risk management activities, vendor and supply chain monitoring, and internal training and awareness programs.

In 2022, we enhanced our capabilities to actively manage cyber risks and to embed cybersecurity in Teck's workplace culture. These activities included:

· Deployed a new enterprise-level solution for multi-factor authentication (MFA), standardizing the MFA practice for approximately 8,000 employees who are able to access the Teck network remotely

· Deployed an advanced telemetry product to approximately 2,400 servers and cloud services, enabling Teck's incident response teams to actively monitor our networks

· Initiated a log management improvement project, to augment the capabilities of Teck's security logs

· Completed a centralized cyber risk register, aligning Teck's risk management practices with our corporate risk matrix, FAIR risk quantification framework and threat intelligence from Teck's Cyber Security Incident Response Team

· Launched an improved cybersecurity awareness training proof of concept program for Teck employees ·

Emerging Risks

As outlined in our Approach to Business and Sustainability, Teck has an integrated risk management program. Our process for integrating risk management throughout the business includes identifying, evaluating and addressing economic, social and environmental risks and opportunities on a regular basis. The likelihood and impact of individual risks fluctuates based on external factors such as geopolitical developments, current events, and social and business trends. As such, our integrated risk management program maintains consistent observation of emerging and potentially increasing risks. In 2022, we identified a number of emerging and rising risks as being related to our business.

Table 42: Emerging and Rising Sustainability Risks, 2022[1]

Risk	Cause of Increase or Emergence	How Teck Engages with This Risk
Biodiversity Loss	There has been a 69% drop in species population sizes since 1970. Life on earth depends on intact biodiversity to provide ecosystem services such as air and water purification, nutrient cycling and maintenance of fertile soils. Significant biodiversity loss poses an existential threat to livelihood.	In 2022, in recognition of the importance of this topic, we announced a goal to be nature positive by 2030. For more information, see our Biodiversity and Closure chapter on page 13.
Climate Change: Transition Risk	Transition risks arise as the world aims to reduce the emission of greenhouse gases and to shift to a global economy with net-zero emissions. Transition risks refer to business-related risks emerging from societal and economic shifts to support a low-carbon future. Physical risks of climate change impacts pose a primary risk to all sectors and industries, with transition risk emerging as a secondary risk.	In 2022, Teck announced the sale of our interest in the Fort Hills oil sands operation, which closed on February 2, 2023, advancing the rebalancing of our portfolio towards the green metals necessary for the low-carbon economy. For more information about how we manage all risks related to climate change, see our biennial TCFD-aligned Climate Change Outlook report.

(1) Information on emerging risk impacts and timelines validated per the CRO Forum's Emerging Risk Initiative, Major Trends and Emerging Risk Radar – 2022 Update.

Public Policy Initiatives

We focus on being a collaborative partner with governments in the jurisdictions where we operate, and we engage regularly in public policy initiatives that support the competitiveness and sustainability of our industry. In 2022, we engaged governments on several public policy, legislative and regulatory initiatives of relevance to Teck.

Environmental Initiatives

Supporting effective climate change policies: Teck continued advocating to governments across Canada for policies that support the transition to a low-carbon economy while ensuring the competitiveness of Canadian emissions-intensive, trade-exposed (EITE) sectors. We engaged the Government of Canada, the B.C. Government and the Alberta Government in support of climate action policies to address the competitiveness challenges resulting from internationally varied climate change policies. Included in this support is our input to the Government of Canada and the B.C. Government on paths towards net-zero GHG emissions by 2050.

Advancing the development of Canada's Coal Mining Effluent Regulations: Teck remained engaged in the development of draft regulations through 2022. For Teck, the final form of these regulations will be critical for long-term planning for our steelmaking coal operations in B.C. We will continue to participate in the development process with the Government of Canada in 2023 to help ensure the regulations are well-designed, science-based and protective of aquatic life.

Progressing biodiversity and conservation initiatives: Teck is committed to supporting biodiversity and land conservation in the areas where we operate. As part of this commitment, we are active in the World Economic Forum's Champions for Nature and its initiative to contribute to conserving, restoring and growing one trillion trees by 2030, and joined Business for Nature's Call to Action in asking governments globally to adopt policies to reverse nature loss. Our CEO and executives attended and participated in the COP15 UN Biodiversity Conference in Montreal, and began engaging governments in Canada and Chile on aligning our nature positive goals with their biodiversity and conservation commitments. We also continued engaging the Government of Canada as it seeks to modernize its federal Fish and Fish Habitat Protection Program.

Accelerating grid infrastructure to electrify mining operations: Teck engaged the Government of Canada and the B.C. Government to accelerate permitting and construction of additional electricity transmission capacity. This increased capacity at our sites is needed to enable the powering of new decarbonization technologies on-site with clean energy sources.

Socio-economic Initiatives

Growing Canada's critical minerals sector: Teck submitted detailed recommendations to the Government of Canada for developing its first Critical Minerals Strategy. Critical minerals and metals are essential in the development of green, low-carbon technologies. At the same time, critical minerals markets are competitive, and global mining jurisdictions are vying to become the world's supplier of choice. Teck also advocated for the development of a B.C. critical minerals strategy to increase the provincial mining sector's competitiveness in global markets.

Encouraging increased Indigenous participation in the mining sector: Teck is pleased to see that the participation of Indigenous Peoples and Indigenous businesses in the mining sector is steadily increasing. Mining activity has positive impacts such as employment creation, opportunities for education and training, local economic development and valuable community investment projects. As such, we encouraged governments to consider ways to continue increasing Indigenous participation in the mining sector, including through revenue-sharing opportunities with Indigenous Peoples and investments in education and training for mining-related employment.

Public Policy Initiatives (continued)

Advocating for cost-competitiveness: Teck continued to engage the Government of Canada, the B.C. Government and the Alberta Government to address cost-competitiveness issues relating to carbon taxation and EITE sectors, transportation and logistics costs, and other federal and provincial tax and regulatory measures.

Advocating for maintenance of Western Canada's supply chains: Teck is Canada's single-largest shipper and a leading commodity exporter from Canada's Pacific coast ports. Our export competitiveness depends on supply chain infrastructure and trade corridors that are reliable, cost-effective and efficient. As such, we continued to communicate with the Government of Canada and the B.C. Government about the need for new federal and provincial investments into more resilient supply chain infrastructure that enables efficient trade between Western Canada and key markets abroad.

Partnering with UN Women on the Originarias Programme: Teck's partnership with UN Women began in 2016, with the objective of delivering training opportunities and developing the skills of Indigenous women in Chile to improve their economic well-being. In August 2022, the Originarias Programme was extended for an additional five years. This new phase of the program will expand training and learning opportunities for Indigenous youth, including skill-building in science, technology, engineering, the arts and mathematics (STEAM) to support the long-term sustainability of local communities. It also fosters the development of spaces for intercultural care and learning, and access to financing instruments for businesses owned by Indigenous women.

Promoting youth in industry initiatives: Teck is working with industry associations to educate, attract and mentor young individuals entering the mining community. Government, along with several industry associations and agencies within the U.S., view the current replacement workforce as insufficient to meet future needs.

Enhancing trade relations with key export markets: Teck continued to work with the Government of Canada on enhancing relationships with key export destinations, primarily in Asia. This included advocating for addressing tariff and non-tariff barriers, as well as advancing the Canada-India Comprehensive Economic Partnership Agreement, and new opportunities in Japan, South Korea and Europe.

Reviewing potential for amendments to U.S. mining legislation: Teck worked with U.S. legislators, agencies and industry associations to provide education on the current mining law and supply data. We encouraged refinement within the proposed mining law that could improve permitting timelines and certainty while keeping appropriate regulations in place.

Participating in Women and Mining Study: Teck participated in this study, which was led by Women in Mining Chile with the support of the Faculty of Economics at the University of Chile. The study analyzes the barriers to entry and development challenges faced by women in mining. Over 1,300 women were consulted as part of the study. The results were presented to Chile's Minister of Mining, Chile's Minister of Women and Gender Equity, and the Ambassador of Canada to Chile.

Innovation Initiatives

Working with governments to foster more innovation in mining: Teck actively pursued government initiatives to advance innovation in our operating jurisdictions, including submitting feedback to the Government of Canada on the design of the federal investment tax credit for carbon capture, utilization and storage (CCUS).

At our Red Dog Operations, we formed the Red Dog Tundra Working Group (RDTWG) to determine best practices in site rehabilitation along the DeLong Mountains Transportation System (DMTS). The DMTS is the road that connects the mine to the port site. The RDTWG is a multi-community and multi-agency working group.

Engaging governments on support for Teck's decarbonization efforts: Teck engaged the Government of Canada and the B.C. Government on how it may support decarbonization efforts at our Canadian operations. Opportunities included submitting recommendations on the proposed federal Clean Electricity Regulations, and requesting access to federal programs that advance research, development and deployment of new clean technologies that can significantly reduce GHG emissions at our operations.

Contributions to Industry Associations

We believe it is important to engage with industry associations to advance research, share best practices, and contribute to improving the regulatory systems and industry performance across the extractive sector and beyond. There can be a wide range of views within the membership of each association and, as members, we may not always agree with every position or approach. This is especially the case when the association's membership is large and the mandate is broad, covering a wide range of issues. This diversity of perspectives creates a rich and full debate.

When disagreement arises, Teck may provide greater clarity on our own positions and activities with policy-makers, work with the association to understand alternative points of view and to seek common ground for progress, consider our ability to influence the policies or perspectives of the organization or, ultimately, consider whether to continue participating in the association.

Through our membership in various industry associations, Teck strives to advance research, share best practices and exert a positive influence in a manner that aligns with our company's values as well as those of our employees, stakeholders and shareholders. In 2022, we published our first Industry Associations Review, to identify and report the degree to which climate change positions and actions of selected associations are aligned with our Climate Change Guiding Principles.

Our five largest contributions in 2022 were to the International Copper Association ($0.8 million), the World Economic Forum ($0.7 million), the Mining Association of Canada ($0.6 million), the International Zinc Association ($0.5 million) and the Mining Association of British Columbia ($0.5 million). For a full list of associations to which Teck pays annual membership fees of $50,000 or more, visit Memberships and Partnerships on our website.

Commitment to Transparency

We engage in and support the work being done to fight financial corruption by supporting relevant international frameworks such as the Extractive Industries Transparency Initiative (EITI). We participate in the EITI through our ICMM membership. EITI's assessment of Teck's adherence to the Expectations of EITI Supporting Companies, and the summary of results is publicly available on the EITI website.

Teck publicly reports on payments to governments in the countries where we operate, as required under the *Canadian Extractive Sector Transparency Measures Act* (ESTMA). These payments include taxes, royalties and other payment types, by country and on a project-by-project basis, in relation to the commercial development of oil, gas and minerals. See our ESTMA disclosure on the annual Regulatory Filings page on our website.

We also publish a voluntary Economic Contribution Report to complement and enhance our ESTMA disclosure. This report demonstrates our overall value generation in the areas where we operate through direct benefits such as wages and benefits, payments to contractors and suppliers, community investments, and payments to governments, as well as other indirect and induced benefits. See the Economic Contributions page on our website for more information.

As outlined in our Political Contributions Policy, Teck does not make use of corporate resources, including funds, goods, property and/or services, for the purpose of contributing to a political party, a campaign for elected office, a nomination process for a political party, a local political constituency and/or any individual candidate seeking election at any level of government. In 2022, we did not make any direct financial or in-kind political contributions.

Payments Received from Governments

In certain jurisdictions, part of our statutory obligations related to lobbying is to publicly report funding we applied for and received from any government around the world. In 2022, Teck received $935,100 from two government programs in Canada: the CleanBC Industry Fund and the Student Work Placement Program. The CleanBC Industry Fund invests a portion of carbon tax revenues into businesses working on GHG emission reduction projects. For 2022, our B.C.-based operations incurred $88.4 million in British Columbia provincial carbon tax. The Student Work Placement Program supports post-secondary students across Canada with paid work experience related to their field of study.

Value Chain Management

In 2022, ongoing logistics disruptions, production delays, imbalances in supply and demand, and labour shortages have continued to impact businesses.[51] Government and industry leaders are seeking to build supply chain resilience by boosting domestic manufacturing and sourcing capabilities to reduce dependence on foreign suppliers.[52] Both foreign and domestic value chains also face demands for greater transparency, stronger materials stewardship and environmentally friendly products.[53]

Teck procures goods and services such as mobile equipment, machinery, fuel and lubricants, explosives, and a range of other products and services that support large-scale mining and refining operations. Through responsible value chain management, our objective is to ensure that we minimize potential impacts on people and on the environment, and manage business and reputation risks while capitalizing on opportunities. For example, in 2022 we announced several partnerships with suppliers such as Oldendorff Carriers and Caterpillar to advance our net-zero strategy, and we make efforts to source supplies and services from local sources where possible, including from Indigenous Peoples.

As our operations and the majority of our business activities are in lower-risk jurisdictions that have strong legal frameworks, we expect and have a good level of confidence that our suppliers' and contractors' business conduct is aligned with robust human rights, and with environmental and labour legislation and regulations. For suppliers in jurisdictions with higher risk, additional vetting is conducted to ensure compliance with Teck's Expectations for Suppliers and Contractors.

GRI Indicators

GRI 2-6, 2-23, 2-24, 2-25, 3-3, 204, 204-1, 308, 308-1, 308-2, 414-1, 414-2

This topic is considered material by our employees, government regulators, investors, customers, suppliers and society in the context of all Teck sites.

How Does Teck Manage This Topic?

Information about how we manage the value chain management, including relevant policies, management practices and systems, is available for download on our website.

[51] 2022 Global Supply Chains: Four Trends that will Shape the Future. Forbes. 2022. [52] Six Key Trends Impacting Global Supply Chains in 2022. KPMG. 2022.
[53] Reshaping Traditional Value Chains. Deloitte. 2022.

Pictured: Red Dog Operations, United States.

48% of total procurement spend was on local suppliers

4% of total procurement spend was on Indigenous suppliers

Our Performance in Value Chain Management in 2022

Our Targets and Commitments Teck's Code of Ethics and Anti-Bribery and Corruption Policy affirm Teck's commitment to uphold high moral and ethical principles and specifies the basic norms of behaviour for employees and others conducting business on our behalf. Teck expects suppliers to adhere to the same fundamental principles, including those relating to legal compliance, fairness and honesty, anti-bribery and corruption and human rights. Teck's Code of Sustainable Conduct affirms that protecting the environment, the safety and health of our people, and our relationships with local communities are core values of Teck. We expect suppliers to apply the same or more stringent standards in a manner that is appropriate and proportional to the nature and scale of their activities, the goods that they supply and the services that they perform.

For information about value chain impacts, commitments and expectations related to specific sustainability topics, please see relevant chapters (e.g., Climate Change page 16, Health and Safety page 40, Responsible Production page 24).

Supply Chain: Evaluating and Measuring Risk Management Performance

Supplier Expectations and Qualifications

All suppliers are required to follow our Expectations for Suppliers and Contractors, which builds on our Code of Ethics, our Anti-Corruption and Bribery Compliance Policy and Interpretation Guide, our Code of Sustainable Conduct, our Indigenous Peoples Policy and our Human Rights Policy.

The qualification of all suppliers involves examining whether a supplier meets or exceeds our minimum standards as a condition to supplying products and services to Teck. This screens out the suppliers who are unable or unwilling to meet our requirements as outlined in our Expectations for Suppliers and Contractors.

Ongoing monitoring and assessment are conducted for all of our critical suppliers. In 2022, 1,073 suppliers provided information and supporting documentation of alignment with our Expectations for Suppliers and Contractors through a comprehensive questionnaire within Teck's supplier database.

If higher risk is identified, Teck's Risk Group may initiate a manual review and vetting process of a supplier to determine whether the supplier meets our standards as a condition to supplying products and services to Teck. Results of the review determine whether work with the supplier will or not proceed. In 2022, 67 of these detailed reviews were conducted. There were no material social, environmental or economic impacts identified, and no suppliers or service providers were terminated.

We measure the supply management performance of our critical suppliers by setting and tracking Performance Metrics in contracts. For example, all contracts with critical suppliers have safety performance indicators and some have environmental indicators related to reducing or minimizing impacts based on the nature of the product or service provided. In addition to measuring supplier-specific performance indicators, we measure and report on:

1. Company-wide procurement from local suppliers: page 67

2. Company-wide procurement from Indigenous suppliers: page 74

3. Contractor health and safety: page 43

Supply Chain: Evaluating and Measuring Risk Management Performance (continued)

Suppliers and Critical Suppliers

In 2022, we purchased goods and services from 4,667 suppliers, with an overall global spend of approximately $7.9 billion, as shown in Figure 29.

Critical suppliers are suppliers of goods or services that, in the event of an interruption in the supply chain, can have a significant impact on Teck's production, costs and/or revenue. Suppliers may also be considered critical due to the nature of their products and the potential risk and impact on health, safety, the environment and the communities in which we operate.

Critical suppliers include inbound suppliers of mobile equipment, fuels, tires, ammonium nitrate, process equipment, consumables such as grinding media, and suppliers of related parts and services, and outbound suppliers of rail, marine, trucking, bulk terminal and related distribution services. In 2022, critical suppliers represented approximately 42.8% of our total procurement spend, as shown in Table 43. Within critical suppliers, there are two types: those managed on-site and those managed at a corporate level. Our top critical supplier in 2022 was Canadian Pacific Railway, as in 2021; other critical suppliers included Suncor, Komatsu and its dealers, Imperial Oil, Caterpillar and its dealers, Neptune Bulk Terminals, Oldendorff Carriers and Canadian National Railway.

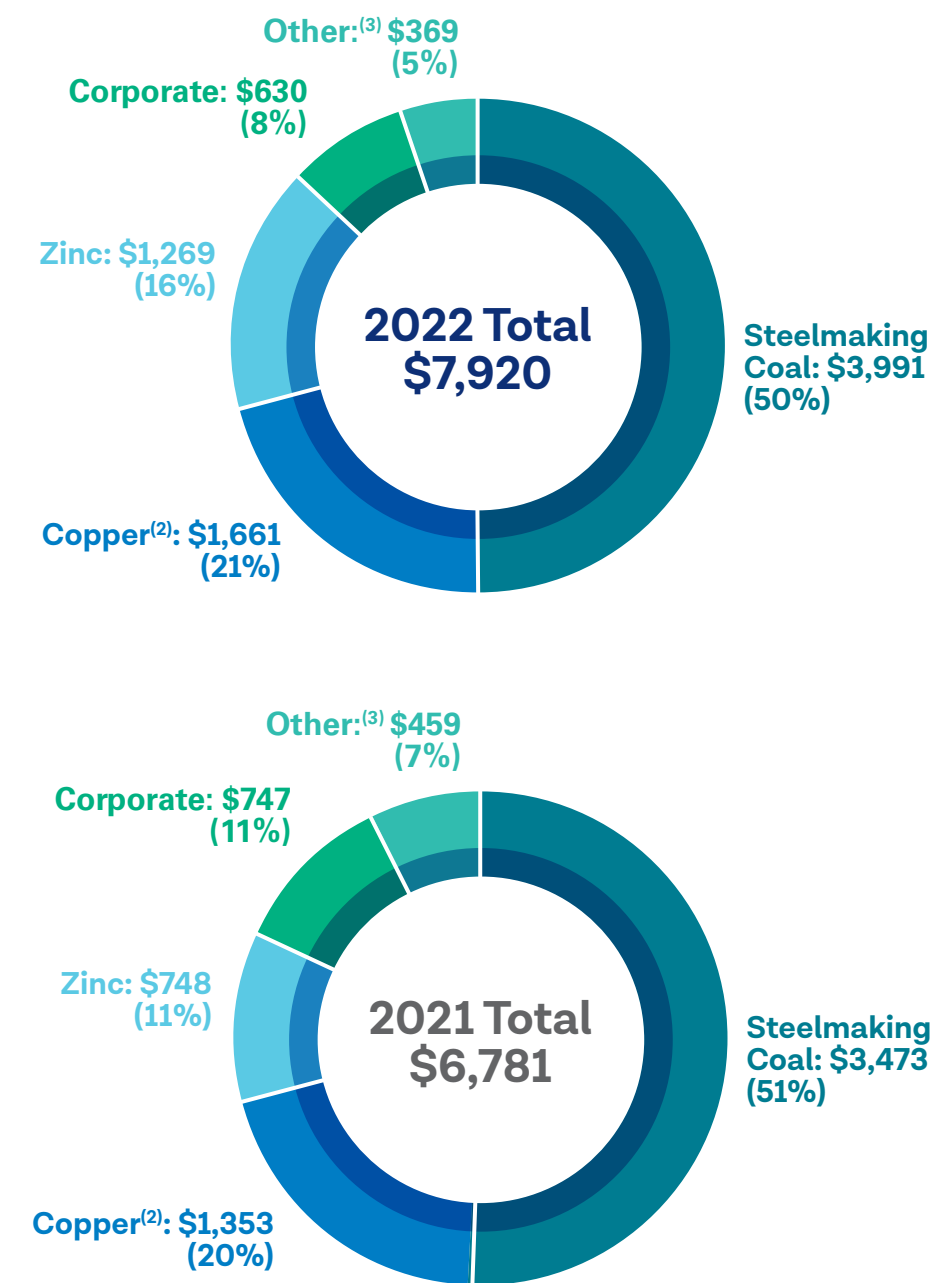**Figure 29: Supply Chain Spend by Business Unit (millions)[1]**

2022 Total $7,920
- Other:[3] $369 (5%)
- Corporate: $630 (8%)
- Zinc: $1,269 (16%)
- Copper[2]: $1,661 (21%)
- Steelmaking Coal: $3,991 (50%)

2021 Total $6,781
- Other:[3] $459 (7%)
- Corporate: $747 (11%)
- Zinc: $748 (11%)
- Copper[2]: $1,353 (20%)
- Steelmaking Coal: $3,473 (51%)

Customer Relationships

Teck has customers in over 25 countries around the world. Information on where our products are shipped can be found in our 2022 Annual Information Form.

We seek to develop active relationships with our customers, ensuring responsible use of our products through engagement via our Materials Stewardship Team. Additionally, we share our own responsible sourcing, operations and production activities downstream to our customers. Historically, these have been through direct communications and relationship management, including responding to formal customer inquiries related to Teck's responsible production certifications, commitments and performance data. In 2022, we completed a pilot program to develop a blockchain system to allow a germanium customer to receive on-demand product, origin and sustainability data.

Other Business Relationships

A number of our projects and operations are developed and operated through joint venture or shared ownership arrangements with third parties. These joint arrangements include, among others, Quebrada Blanca, Antamina, NuevaUnión, Zafranal, Galore Creek, Schaft Creek, Elkview and Greenhills. Details on our ownership interests in joint ventures can be found in our 2022 Annual Information Form.

Teck works with numerous local, national and international organizations and programs, outlined in Our Approach to Business Ethics. Information on our material contracts with value chain partners can be found in our 2022 Annual Information Form.

Table 43: 2022 Spend on Critical Suppliers

Business Area	Total (millions)		Critical (millions)		% of Total That Are Critical
Steelmaking Coal	$	3,991	$	2,555	32.3%
Copper[2]	$	1,661	$	418	5.3%
Zinc	$	1,269	$	382	4.8%
Corporate	$	630	$	8	0.1%
Other[3]	$	369	$	25	0.3%
Total	**$**	**7,920**	**$**	**3,388**	**42.8%**

(1) The values are the total amounts paid to suppliers/contractors which include taxes payable where applicable.
(2) Does not include Quebrada Blanca Phase 2 project spend, as our reporting only includes operational spend.
(3) Includes our energy business unit.

Methodology and Restatements

This report discloses sustainability data for the fiscal year ending December 31, 2022. The scope of this report covers all of the active operations managed by Teck and also, where appropriate, key issues at closed sites, exploration and development projects and at joint venture operations. Data for joint ventures not operated by Teck is not presented unless otherwise stated.

Operations included in this report are those actively managed by Teck, which include:

1. Carmen de Andacollo
2. Elkview
3. Fording River
4. Greenhills
5. Highland Valley Copper
6. Line Creek
7. Quebrada Blanca
8. Red Dog
9. Trail Operations

Joint venture operations not managed by Teck, but covered in some areas of this report, are:

1. Antamina
2. Fort Hills[54]

Development projects, including those managed by Teck and those not managed by Teck, that are covered in some areas of this report are:

1. QB2
2. NuevaUnión
3. San Nicolás
4. Galore Creek
5. NewRange Copper Nickel[55]
6. Schaft Creek
7. Zafranal

Countries where we sell our products are as follows:

- Australia
- Belgium
- Brazil
- Canada
- Chile
- China
- Czech Republic
- Finland
- France
- Germany
- India
- Italy
- Japan
- Korea
- Malaysia
- Mexico
- Philippines
- Poland
- South Korea
- Slovakia
- Spain
- Sweden
- Switzerland
- Taiwan
- Thailand
- Turkey
- Ukraine
- United States
- Vietnam

Unless otherwise stated, we report data for our operations on a 100% ownership basis (e.g., for a 97.5%-owned operation, we report 100% of the data). Data is reported using the metric system and Canadian dollars, unless otherwise stated. Unless otherwise stated, all workforce data is limited to permanent and temporary employees.

Where available, we include comparative historical data to demonstrate trends. Historical data is reported based on the scope of the report for the respective year. The scope of the report can change year to year, depending on acquisitions or sales of assets. In our efforts to continually improve and standardize our annual reporting process, the interpretation of data from year to year can often change. Certain comparative amounts for prior years have been reclassified or restated to conform to the presentation adopted for this reporting period.

[54] Teck announced the sale of its 21.3% stake in Fort Hills on October 26, 2022, completing the sale February 2, 2023.
[55] Previously Mesaba and NorthMet. In the third quarter of 2022, we announced an agreement with PolyMet Mining Corp. to form a 50:50 joint venture to advance the NorthMet project and our Mesaba mineral deposit. The joint venture will be named NewRange Copper Nickel LLC, and closing of the transaction is expected in the first quarter of 2023. For more information, see the 2022 Annual Report.

Independent practitioner's limited assurance report on Teck Resources Limited's Sustainability Report

To the Directors and Management of Teck Resources Limited

We have undertaken a limited assurance engagement of the following subject matter information (the subject matter) presented within Teck Resources Limited (Teck)'s 2022 Sustainability Report (the subject matter), for the year ended December 31, 2022.

Subject matter

- Teck's assertion on page 2 that it has aligned their policies to the International Council on Mining and Metals (ICMM)'s Principles and relevant Performance Expectations and mandatory requirements set out in ICMM's Position Statements (ICMM Subject matter 1).
- Teck's assertions on page 7 regarding the approach it has adopted to identify and prioritize its material sustainable development risks and opportunities based on its own review of the business and the views and expectations of its stakeholders (ICMM Subject matter 2).
- The existence and status of implementation of systems and approaches used by Teck to manage the following material sustainable development risk areas (ICMM Subject matter 3):

Environmental

1. Air Quality
2. Biodiversity and Closure
3. Climate Change
4. Responsible Production
5. Tailings Management
6. Water Management

Social

7. Health and Safety
8. Human Rights
9. Our People and Culture
10. Relationships with Communities
11. Relationships with Indigenous Peoples

Governance

12. Business Ethics
13. Value Chain Management

- Teck's company reported performance data for the year ended December 31, 2022, presented in the Data Table below (ICMM Subject matter 4).
- Teck's assertion that it has disclosed the company's description of the prioritisation of assets for PE validation (ICMM Subject matter 5).
- Teck's assertion that it has reported its disclosure in accordance with the GRI Standards as required by ICMM.
- Teck's assertion of the level of conformance with the ICMM Performance Expectations of the selected sites; Elkview operations, Fording River operations, Greenhills operations and Trail operations linked here.

Data Table

	Performance Measure	2022	Reference
1	Number of fatalities	0	Table 14
2	Lost-time injuries	108	Table 14
3	Lost-time injury frequency (LTIF)	0.22	Table 14
4	Total occupational disease rate (per 200,000 hours)	0.13	Table 21
5	High potential incident (HPI) frequency (per 200,000 hours)	0.10	Figure 19
6	Total emissions – Direct (Scope 1) (kt CO_2e)	2,733	Table 9
7	Total emissions – Indirect (Scope 2) (kt CO_2e)	117	Table 9
8	Total emissions – Scope 3 (use of coal product sold) (kt CO_2e)	65,000	Table 9
9	Total energy consumption (TJ)	39,989	Figure 6
10	All operations - Water withdrawals (ML)	117,327	Table 13
11	Total area of land reclaimed (ha)	6,126	Table 7
12	Total area of land yet to be reclaimed (ha)	28,358	Table 7
13	Total number of new significant disputes	1	Table 35
14	Total SO_2 emissions from stacks, stationary and mobile fossil fuel combustion (tonnes)	2,422.8	Table 3
15	Percentage of selected community-based air quality stations (three stations) with annual mean concentrations of ambient $PM_{2.5}$ within the World Health Organization guideline interim target value of 10 µg/m^3 (%)	100	Performance Metrics
16	Hazardous waste directed to disposal off-site (tonnes)	21,182	Table 11
17	Non-hazardous waste directed to disposal off-site (tonnes)	49,331	Table 11
18	Total number of employees, temporary and permanent, working at Teck operations and offices	12,763	Figure 25
19	Total number of women, temporary and permanent, working at Teck operations and offices	3,048	Figure 24

Independent practitioner's limited assurance report on Teck Resources Limited's Sustainability Report (continued)

Management's responsibility

Management is responsible for the preparation of the selected subject matter in accordance with the following criteria (together the "applicable criteria"):

- The 10 ICMM Principles and mandatory requirements established in the ICMM Position Statements, ICMM Performance Expectations;
- ICMM's requirement to report in accordance with the GRI Standards, as set out below:
  - the GRI reporting principles have been adhered to;
  - the definitions of the key performance indicators (KPIs) included within the sustainability report correspond to GRI's definitions – but not that the KPIs are "accurately" reported;
  - the overall gathering of information (qualitative and quantitative) for the purpose of the sustainability report adheres to GRI's requirements; and
  - the GRI content index is correctly cross referenced.
- Management's internally developed criteria referenced in the above table for the selected performance data.

Management is also responsible for such internal control as management determines necessary to enable the preparation of the subject matter that is free from material misstatement, whether due to fraud or error.

Our responsibility

Our responsibility is to express a limited assurance conclusion on the selected subject matter based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and *ICMM's Assurance and Validation Procedure.* ISAE 3000 standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected subject matter is free from material misstatement.

A limited assurance engagement involves performing procedures (primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures) and evaluating the evidence obtained. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users of our report. The procedures are selected based on our professional judgment, which includes identifying areas where the risks of material misstatement, whether due to fraud or error, in preparing the selected subject matter in accordance with the applicable criteria are likely to arise.

Our engagement included, among others, the following procedures performed:

- Making enquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of Teck's material sustainability topics, and associated selected key performance measures;
- Evaluation of the design of controls and implementation of Teck's sustainability information management systems at a corporate level;
- Analytical reviews and trend analysis of reported data for selected key performance measures;
- Conducting virtual site interviews and physical site visits on a sample of sites. This work was performed to corroborate consistency in understanding and implementation of applicable criteria and to identify systemic challenges to sustainability management and data measurement, collection, reporting and control processes for the selected subject matter;
- Reviewed the subject matter disclosure, the GRI content index and appendices to ensure consistency with the evidence obtained and adherence to the applicable criteria;
- Evaluating the presentation of the subject matter in the sustainability report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our independence and quality management

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits and Reviews of Financial Statements, or Other Assurance or Related Services Engagements,* which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Teck's selected subject matter during the year ended December 31, 2022 is not prepared, in all material respects, in accordance with the applicable criteria.

Purpose of statement and restriction of use

The subject matter has been prepared in accordance with the applicable criteria prepared by Teck management to report to the Board of Directors. As a result, the subject matter information may not be suitable for another purpose. Our report is intended solely for Teck.

We acknowledge the disclosure of our report, in full only, by Teck at its discretion, without assuming or accepting any responsibility or liability to any other third party in respect of this report.

PricewaterhouseCoopers LLP

Chartered Professional Accountants
Vancouver, British Columbia
March 16, 2023

Cautionary Note on Forward-Looking Statements

This report contains certain forward-looking information and forward-looking statements as defined in applicable securities laws (collectively referred to as "forward-looking statements"). These statements relate to future events or our future performance. All statements other than statements of historical fact are forward-looking statements. The use of any of the words "expect", "anticipate", "plan", "estimate", "potential", "may", "will", "work to", "should", "believe", "focus", "targets", "goals;" "believe", "continue" and similar expressions is intended to identify forward-looking statements. These statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking statements. These statements speak only as of the date of this report.

Forward-looking statements in this report include, but are not limited to, statements relating to: our sustainability strategy; our short-term and long-term sustainability goals, including, but not limited to, our water policy goals, our carbon intensity and carbon neutrality goals, our goal of achieving 100% clean electricity in Chile by 2030, and our goal to become a nature positive company by 2030, and our expectations as to how and when we will meet those goals, including, but not limited to, most statements under the sections *"Teck's Roadmap to Net-Zero"* and *"Teck's Nature Positive Goal"*; our strategic priorities and related goals, targets, commitments and plans, and our expectations regarding those goals, targets, commitments and plans; the estimated timing and spending to achieve our goals; pilot projects related to Carbon Capture Utilization and Storage at Trail Operations, electric transport trucks for hauling concentrate at HVC Operations, and a biogenic refinery at Red Dog Operations; our commitment to work with our customers and transportation providers to reduce downstream emissions; our agreement to source 100% renewable energy for Quebrada Balance Operations by 2025; expectations

regarding the Elk Valley Water Quality Plan, including expected benefits and outcomes, timing of progress of water treatment facilities, estimated completion dates and treatment capacity; expectation that we will stabilize and reduce the selenium trend in the Elk Valley and Lake Koocanusa; expectations for achieving compliance with our permits in the Elk Valley; expectations regarding the conduct of our suppliers and contractors; the timing of first production at our Quebrada Blanca Phase 2 project and amount of copper production expected therefrom; the timing for operation and expectations for performance of the new KIVCET dryer at our Trail Operations; expectations regarding the benefits of our agreement with Oldendorff for energy-efficient bulk carriers and with Caterpillar for zero-emissions haul trucks; the use of blockchain technology to trace our supply chain; our ability to manage our tailings facilities in a safe and environmentally responsible way; the expectation that all of our active tailings management facilities will be operated in conformance with the Global Industry Standard on Tailings Management by August 2023; expectations regarding the benefits of technology and innovation, including, but not limited to, technology and innovation related to water treatment in the Elk Valley, technology and innovation related to health and safety, including real-time particulate monitoring and proximity detection, technology and innovation relating to tailings, including, but not limited to, projects related to dewatering and co-mingling, the use of additives, and the development of a digital tailings management system; our ambition to work towards disposing zero industrial waste by 2040; our goal to develop and implement a responsible product program; our expectation of conducting human rights risk assessments at all operations through 2024; our intention to apply for Copper Mark certification at Carmen de Andacollo Operations and Quebrada Blanca Operations in 2023; our goal of eliminating fatalities, serious injuries and

occupational disease; our expectation regarding implementation of new management standards and training related to modern slavery; expectations regarding implementation of new human rights risk assessment methodology; expectations related to advancing equity, inclusion and diversity initiatives; expectations regarding increasing local employment and employment of Indigenous Peoples; engagement with Indigenous Peoples and local communities; community investment initiatives; our ability to resolve concerns of Indigenous Peoples and local communities; the implementation of additional training with respect to health and safety, cultural awareness, equity, diversity and inclusion and other matters; our ability to advance reconciliation with Indigenous Peoples; and our ability to ensure responsible use of our products.

The forward-looking statements in this report are based on a number of estimates, projections, beliefs and assumptions that the management team believed to be reasonable as of the date of this report, though inherently uncertain and difficult to predict, including, but not limited to, expectations and assumptions concerning: the development, performance and effectiveness of technology needed to achieve our sustainability goals and priorities; the availability of clean energy sources and zero-emissions alternatives for transportation on reasonable terms; our ability to implement new source control or mine design strategies on commercially reasonable terms without impacting production objectives; our ability to successfully implement our technology and innovation strategy; our ability to attract and retain skilled employees; costs of closure; environmental compliance costs generally; and assumptions regarding the development of our business generally. Assumptions regarding water quality management in the Elk Valley include assumptions that additional treatment will be effective at scale, that the technology and facilities operate as expected and that required permits will be obtained.

Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause the actual results, performance, experience or achievements of Teck to be materially different from those expressed or implied by the forward-looking statements. Risks and uncertainties that could influence actual results include, but are not limited to: risks associated with the consequence of climate change; risks associated with permitting and development of our properties; operational problems; regulatory action; environmental compliance challenges; changes in laws and governmental regulations; costs of compliance with environmental and other laws and regulation; risks relating to the development and use of new technology or lack of appropriate technologies needed to advance our goals; natural disasters and adverse weather conditions; changes in commodity prices; operations in foreign countries; general business and economic conditions; and the future operation and financial performance of the company generally.

We caution you that the foregoing list of important factors and assumptions is not exhaustive. Other events or circumstances could cause our actual results to differ materially from those estimated or projected and expressed in, or implied by, our forward-looking statements. You should also carefully consider the matters discussed under *"Risk Factors"* in Teck's Annual Information Form and its management's discussion and analysis and other documents available at www.sedar.com and in public filings with the United States Securities and Exchange Commission at www.sec.gov. The forward-looking statements speak only as of the date of this report. Teck does not assume the obligation to revise or update these forward-looking statements after the date of this document or to revise them to reflect the occurrence of future unanticipated events, except as may be required under applicable securities laws.