

Building for the Future

SUSTAINABILITY REPORT

2019



A Message from the President & CEO

We are proud to present the Company's inaugural Sustainability Report to you, our stakeholders. In this report, we share our achievements, commitments, aspirations and challenges as we advance our operations as a responsible mining company.

A strong commitment to corporate responsibility and sustainability is a strategic decision. As the Company grows from a junior to a mid-tier producer, our focus on sustainability governance has also intensified. We have incorporated responsible mining practices into our operations and every aspect of our strategic goals. As we move into 2020 and beyond, we are continuing to build on these initiatives.

Tremendous strides were made throughout 2019, with several key sustainability initiatives undertaken. The Company undertook an \$8.3 million TMA stabilization and expansion projects on the Tailings Management Area at the Eagle River Complex, which both rehabilitated the existing facility and also provided additional capacity ensuring that our operational goals can be accomplished in future years. We continued our practice of contributing to the communities in which we operate, with donations made to the Lady Dunn Health Center Foundation in Wawa, Ontario, the local school in Dubuisson, Quebec and to other causes in our communities to the benefit of our neighbours. The Company has also provided more jobs in 2019, with our workforce increasing by almost 11% to 302 at the end of 2019 compared to 269 at the end of 2018. Many of these positions were filled locally, from the communities in which we operate.

We are working diligently to enhance and improve both our sustainability practices and performance, as well as our disclosure of those practices and performance, with a goal of being fully compliant with the disclosure recommendations produced by the Task Force on Climate-Related Financial Disclosures (TCFD) within the suggested five-year implementation timeframe.

A fundamental pillar of the Company's strategy is the recognition that safety is more precious than gold. In support of this, we continue to focus on open communication and continual improvement through daily inspections, regular safety meetings, an ongoing safety training program and the use of the 5-Point Safety System. Our 2019 safety performance saw a 23% decrease in our Total Medical Injury Frequency rate over 2018 and we continue to prioritize safety to ensure that each and every one of our employees return home safely – every day.

This report embodies our commitment to sustainability governance and represents a significant improvement in our sustainability governance disclosure. We firmly believe it is of critical importance to communicate effectively and responsibly with our stakeholders. The early part of 2020 has proven to be challenging as a result of Covid19. The widespread effects of a global pandemic have reinforced Wesdome's commitment to the highest sustainability practices.

We thank all our stakeholders for their continued support.



Duncan Middlemiss
President & Chief Executive Officer

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About this Report

This report details the Company's health, safety, environmental and social performance for the year ended December 31st, 2019 and has been developed and published for the purpose of informing all our stakeholders, being the Company's shareholders, employees, contractors and suppliers as well as nearby communities and community interest groups, First Nations, governments and non-governmental organizations, of our efforts and progress with respect to sustainability matters. Although the COVID-19 pandemic has implications for environment, social and governance practices, the scope of this report is focused on the 2019 calendar year

This report has been prepared using the Sustainability Accounting Standards Board ("SASB") Metals & Mining Standard, and the Task Force on Climate-Related Financial Disclosures ("TCFD") recommendations. We have also referred to selected Global Reporting Initiative ("GRI") Standards for reporting guidance. Details of how this report aligns with the SASB and TCFD frameworks can be found in Appendix A - SASB, and Appendix B – TCFD.

All financials are reported in Canadian dollars unless otherwise stated.

Other reports and information we have made available include annual information forms, annual general meeting materials, NI 43-101 technical reports, exploration results disclosures, quarterly and annual financial performance results, *Extractive Sector Transparency Act* filings, quarterly webcasts, corporate presentations and news releases. All of the above documents are readily available on our website (www.wesdome.com) or upon request if hard copies are preferred.

Intended Audience and Material Topics

The Company's executive team reviewed the environmental, social and governance aspects of our operations that present the greatest likelihood of having potential financial impacts. This materiality assessment forms the basis for our sustainability reporting.

In identifying issues or topics material to our operations, we have considered issues arising from engagement with our stakeholders including our employees, contractors and suppliers, host communities, investors, financial analysts, governments, regulatory bodies, financial institutions, industry bodies, third-party rating agencies, and non-governmental organizations.

In order to effectively provide information to all our stakeholders, we have utilized multiple reporting frameworks preferred by the different intended audiences.

The determination of content for this report was facilitated by assessing our sustainability risks and opportunities using the Company's corporate risk register, which links our business strategy to our established key performance indicators. In addition, we have referenced other sources including operational reports, Board reports, and by seeking the feedback of the Technical, Safety & Sustainability Committee of the Board.

About Wesdome

TSX:WDO

With over 30 years of continuous gold mining operations in Canada and a pipeline of projects in various stages of development, Wesdome Gold Mines Ltd. (“Wesdome” or the “Company”) has established itself as one of the oldest gold mining companies in Canada.

The Company’s Corporate Head Office is located in Toronto, Ontario. The Eagle River Complex in Wawa, Ontario is currently producing gold from two mines, the Eagle River Underground Mine and the Mishi Open Pit Mine. The Kiena Complex in Val d’Or, Quebec is a fully permitted former mine with a 930-metre shaft and 2,200 tonne-per-day mill, currently on care and maintenance. The Company has been aggressively exploring the Kiena Deep with the intention of bringing this asset to a restart decision in 2021. Further upside is found at the Company’s Moss Lake gold deposit, located 100 kilometres west of Thunder Bay, Ontario.



Our Strategy

At Wesdome, we are focused on continually advancing our strategic plan. We do so by holding regular and productive strategy meetings to ensure the plan is being applied and is well understood at all levels within the organization. We track our progress to ensure goals and timelines stay on track, and we empower our executives and managers to own and execute on the strategic plan by assigning goal owners.

By continually working to align our incentive compensation program with key performance indicators and overall corporate performance, we are able to hold people accountable while recognizing, rewarding and celebrating success as we move our strategic plan forward together as a team.

Our strategic plan is broken down into five unique pillars. In the following pages, we will discuss how responsible mining is integrated into each of the Company's strategic pillars.



SAFETY - MORE PRECIOUS THAN GOLD

Environmental, Social & Governance (ESG) Factors for Investors

Wesdome is committed to providing its investors with consistent, decision-useful data and information on the Company's most financially material ESG factors.

In support of this objective, this year, Wesdome has started its journey toward reporting in alignment with two leading frameworks preferred by investors:

- SASB Standards – Wesdome has used the Metals & Mining Standard to provide ESG data where it is currently available and where data is not available, an explanation has been provided (refer to Appendix A for our SASB-aligned reporting index)
- TCFD Recommendations – We have included a section on “Climate Change and TCFD Recommendations” under the “Responsible Mining” pillar of this report and in addition, we have provided an index of TCFD-related disclosures in Appendix B of this report

Wesdome is committed to improving its disclosures against the SASB Standards and the TCFD Recommendations over time. Where information is not currently reported, the company will strive to gather the requisite data in order to report it in future years. We are committed to providing the highest quality data and disclosure to our investors on these important ESG topics.



OPERATIONAL SUSTAINABILITY & IMPROVEMENT



Our Assets

Our assets are located in the provinces of Ontario and Quebec, Canada and consist of the Eagle River Complex, the Kiena Complex and the Moss Lake Deposit.

Production Profile

In 2019, the Company produced 91,688 ounces of gold with all-in sustaining costs of \$1,293/oz. In 2020, the Company expects to produce between 90,000 and 100,000 ounces of gold with all-in sustaining costs ranging between \$1,280 and \$1,350 per ounce gold.



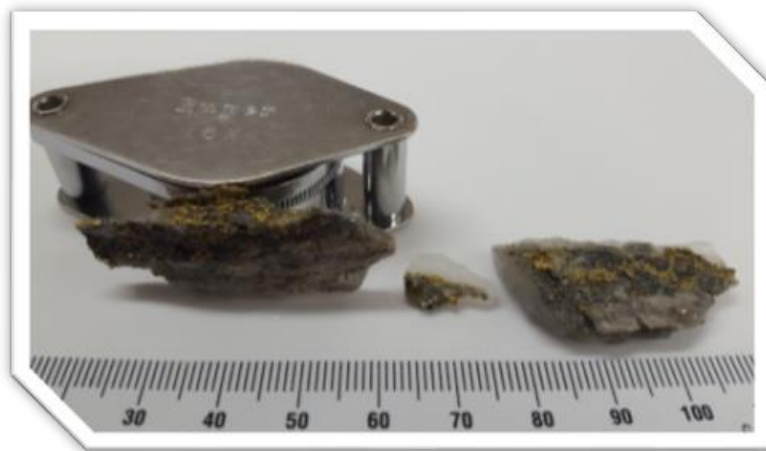
Operational Asset

Eagle River Complex

The Eagle River Complex, located 50 kilometres due west of Wawa (Ontario), consists of two operating gold mines which have been developed using standard mining infrastructure and feeding the same on-site mill. The properties consist of two claim groups totalling over 11,000 hectares, the Eagle River Underground Mine (in production since 1995), the Mishi Open Pit Mine (in production since 2002) and common mineral processing facilities located adjacent to the Mishi Open Pit Mine. The mill is permitted at 1,200 tonnes per day.

**Eagle River Complex
Three Year Production History**

Eagle River Mill Operations	2019	2018	2017
Tonnes Milled	168,809	255,804	309,841
Head Grade (gm/tonne)	17.47	9.13	6.33
Mill Recovery Rate (%)	96.7	95.4	93.6
Bullion Produced (oz)	91,688	71,625	58,980
Eagle River Underground Mine	2019	2018	2017
Tonnes Milled	122,405	185,171	157,250
Head Grade (gm/tonne)	23.14	11.73	10.57
Mill Recovery Rate (%)	97.3	96.4	95.59
Bullion Produced (oz)	88,617	67,315	50,996
Mishi Open Pit Mine	2019	2018	2017
Tonnes Milled	46,405	70,633	152,591
Head Grade (gm/tonne)	2.50	2.30	1.96
Mill Recovery Rate (%)	82.4	82.4	83.0
Bullion Produced (oz)	3,072	4,310	7,985



Development Asset

Kiena Complex

The Kiena Mine Complex, located in Val-d'Or, Quebec, is a fully permitted, integrated mining and milling infrastructure, which includes a 930 m production shaft and a 2,000 tonnes per day mill. It is comprised of three mining concessions, three hundred forty-four staked mining claims and seventeen map-designated claims covering an aggregate area of 7,047 hectares.

From 1981 to 2013, the mine produced 1.75 million ounces of gold from 12.5 million tonnes at a head grade of 4.5 g/t Au. The infrastructure has been preserved on care and maintenance status and the underground workings have never been flooded.



Since 2015, Wesdome has been continuously exploring the Kiena Deposit and in 2016 discovered the Kiena Deep A Zone, which remains a focus of underground exploration. The latest mineral resource estimate includes all drill data as of August 6, 2019, and combines two different approaches for its calculations, a block model mineral resource estimate for the zones within the former Kiena Mine Area, and a polygonal mineral resource estimate for the zones outside of the Kiena Mine Area. The mineral resource estimate is categorized as indicated and inferred based on data density, geological and grade continuity, search ellipse criteria, drill hole density and specific interpolation parameters. The effective date of the estimate is September 25, 2019, based on the compilation status and cut-off grade parameters and was prepared under specific industry standards and guidelines.

Using a cut-off grade of 3.0 and 4.0 g/t Au, the inferred resources amount to 2,918,100 tonnes grading 8.51 g/t Au containing approximately 798,100 ounces of gold while the indicated resources amount to 2,828,200 tonnes grading 8.67 g/t Au containing approximately 788,200 ounces of gold.

Inferred Resources	Block Model	Polygonal	Total
Tonnage (tonnes)	1,121,200	1,796,900	2,918,100
Grade (g/t)	11.02	6.94	8.51
Ounces Au (oz)	397,100	401,000	798,100
Indicated Resources	Block Model	Polygonal	Total
Tonnage (tonnes)	968,900	1,859,300	2,828,200
Grade (g/t)	14.46	5.65	8.67
Ounces Au (oz)	450,400	337,800	788,200

Exploration Asset

Moss Lake Deposit

The Moss Lake Deposit is located in Moss Township, approximately 100 kilometres west of Thunder Bay (Ontario). The nearest settlement is Kashabowie, located 24 kilometres to the northeast on provincial Highway 11 (part of the TransCanada highway system). The property consists of one block of land comprised of 105 unpatented mining claims and two 21-year mining leases comprising 15 patented claims. The mining claims and leases are of irregular shapes and sizes aggregating a total of 3,224.09 hectares.



RESPONSIBLE MINING

Environment

Wesdome's sustainability approach is hinged around our principles of responsible mining, being that we will prioritize the health and safety of our employees and protect and safeguard the environment and communities affected by our activities. With this approach, increased value is created for our stakeholders by operating in a safe and environmentally responsible manner while contributing to the prosperity of our employees, their families and the communities in which we operate.

Environmental Policy

From exploration, design through construction, operations and closure, Wesdome's goal is to prevent pollution, safeguard the environment, educate our employees and communities about our environmental programs/commitments, and apply best management practices to prevent or mitigate any potential environmental impacts.

Our operations use a wide range of materials and consumables including water, explosives, chemicals, and fuels, during exploration, operations and ongoing construction. These materials are managed with a focus on ensuring human safety and protection of the environment and recycle or reuse these materials wherever practical.

Continuous improvement programs at our operations also help us identify opportunities for increasing efficiency in the use of these materials. Waste produced at our operations is managed through programs in place to ensure its disposal is compliant with our permits as well as local, provincial and federal regulations and standards.

Wesdome's environmental programs are designed with the ultimate goal of preventing all environmental incidents. However, in the event of unplanned incidents, the Company maintains a high degree of emergency preparedness with appropriate plans, resources, and training to minimize the impact on the environment, workers, operations and the community, should an unplanned incident occur.

During the closing and reclamation planning stages, Wesdome has and will continue to ensure public safety and the protection of the environment by eliminating unacceptable hazards, and has robust plans to restore the mine sites to a condition acceptable to regulators and neighbouring communities.



As stated in our Environmental Policy, which can be found on the Company's website (www.wesdome.com), Wesdome will:

- Respect the laws and regulations in effect
- Put in place an effective environmental management and monitoring system to minimize and mitigate the risks to the environment
- Reduce, reuse and recycle the production of residual materials, and to ensure the proper disposal of all waste
- Establish an emergency environmental response plan that will mitigate the potential effects of an unplanned event
- Reclaim sites in accordance with the laws and regulations in effect, and to do so within the required timeframe as per the closure plan
- Continuously evaluate the environmental effects of the Company's projects
- Maintain clear, transparent and multi-directional relationships with local communities, government, and other relevant stakeholders
- Evaluate the Company's environmental performance and ensure that it is continuously improved

Furthermore, Wesdome has developed and implemented environmental policies and environmental risk assessments and matrices on both mine sites.

Climate Change and TCFD Implementation

Commitment to TCFD Implementation

We are working diligently to enhance and improve Wesdome's disclosure of climate-related risks and opportunities, with a goal of being fully compliant with the TCFD Recommendations within the suggested five-year implementation timeframe. To this end, we have included an index of our TCFD-aligned disclosures in Appendix B. Where information is not available this year, we will strive to collect the requisite data and undertake the required analysis in order to provide these disclosures in future years.

We have also provided our disclosures under each of the four TCFD recommendations categories below.

- **Governance** - Disclose the organization's governance around the climate-related risks and opportunities

The board oversees Wesdome's climate-related risks and opportunities through the Technical, Safety & Sustainability Committee ("TSSC") of the board. The mandate of the TSSC is outlined under the "Investment of Choice" section below, along with Wesdome's other governance-related policies and practices.

Wesdome's management team are responsible for assessing and managing climate-related risks and opportunities. The CEO is accountable for ensuring that Wesdome has considered the impacts of climate change on existing business risks (e.g. regulatory compliance), as well as evaluating the strategic impacts of climate change on the company's strategy and financial planning. Wesdome's management team regularly reports to the board on climate-related risks and opportunities via the TSSC.

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- **Strategy** - Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material

Climate change will affect more than just our Company. We expect the effects of climate change and any associated public-policy responses to influence our business as a result of the physical and social impacts on our operations, employees and communities through extreme weather events, changing climatic patterns and potential infrastructure impacts. Policy responses such as regulation and taxation will also have an effect on how we conduct our business.

Wesdome is actively working to identify and assess the materiality of relevant climate-related risks and opportunities over short-, medium-, and long-term time horizons. We are in the process of evaluating the potential impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. As part of this process, Wesdome will begin to evaluate the resilience of its business strategy under different climate change scenarios. This information will be included in future years' TCFD reports in accordance with the five-year implementation timeline.

- **Risk Management** - Disclose how the organization identifies, assesses, and manages climate-related risks

Wesdome identifies, assesses and manages climate-related risks consistently with how the company identifies, assesses and manages other types of business risks. Climate-related risks are as part of Wesdome's existing risk management systems and processes. These risks and opportunities are integrated into Wesdome's overall risk register and their impacts to other business risks are considered as part of this exercise. Wesdome continues to monitor climate-related risks over time and identifies new risks as they emerge.

With respect to our mine sites, we have already identified a multitude of challenges that require attention such as extreme rainfall events, reduced water availability, variable seasonal temperatures and long winters. These challenges are and will be addressed via engineering (adaptation measures), mine planning and regulatory agency communications during the entire mine lifecycle, from the current situation (operations) to final closure (concepts).

In 2018, due to increased precipitation, the spring freshet led to an exceedance of water discharge limits beyond our regulatory site-specific conditions. In 2019, the Company implemented an adaption measure, and was able to manage the excess of water from the spring freshet by temporarily transferring the water from the Reclaim Pond to the Mishi Open Pit Mine. The water was returned to the reclaim facility once treated, thereby mitigating any unplanned discharge to the environment.

- **Metrics & Targets** - Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

We have provided our Scope 1 and Scope 2 GHG emissions in the following section of this report, titled "Greenhouse Gas Emissions". As Wesdome continues to assess the potential impacts of climate-related risks and opportunities on the company's strategy and long-term financial plans, additional metrics are likely to be identified as key to assessing, monitoring and reporting on these issues.

Greenhouse Gas Emissions

Mining operations require certain energy inputs resulting in a variety of emissions such as greenhouse gas (“GHG”) emissions which have been scientifically linked to global climate change. We are committed to being part of the global solution by managing site-specific energy needs in order to reduce GHG emissions at all our mine sites. Although we have limited data at this time, we intend to use all available information as a baseline for future years so we can set realistic site-specific emission reduction targets at each of our mine sites.

Overview

The purpose of reporting certain emissions of contaminants into the atmosphere is to collect information relating to the contaminants responsible for increasing the GHG effect as well as acid rain, smog and toxic pollution, and to evaluate the evolution on an annual basis. The contaminants in question refer to greenhouse gases, main air contaminants (such as sulphur dioxide, nitrogen oxides, particulate matter dust and volatile organic compounds) as well as toxic contaminants like metals and organic compounds.

Wesdome reports its GHG emissions per mine site due to the exposure of different GHG emissions as well as different applicable regulations within each province; Ontario (*Ontario Regulation 390/18 Greenhouse Gas Emissions: Quantification, Reporting and Verification* under the *Environmental Protection Act*) and Quebec (*Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere* under the *Environment Quality Act*). Different GHG emissions are expected as the Eagle River Complex is an operational asset while the Kiena Complex is a development asset (equipment, personnel, etc.).

Eagle River Complex

The following table and associated graph represent our energy and emissions performance between 2017 and 2019 regarding the mine site’s key contributors of GHG emissions. These results will be used as a baseline for future reporting years as limited data was available prior to 2017. As a best practice, the Company will continue its efforts to collect additional data in 2020 to set an appropriate target and establish programs for future reductions.

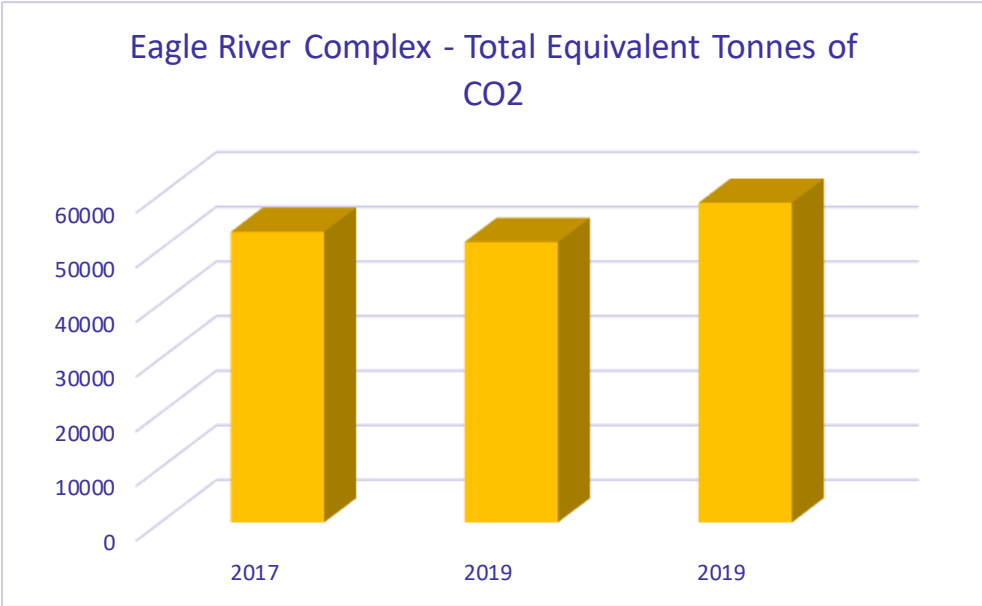
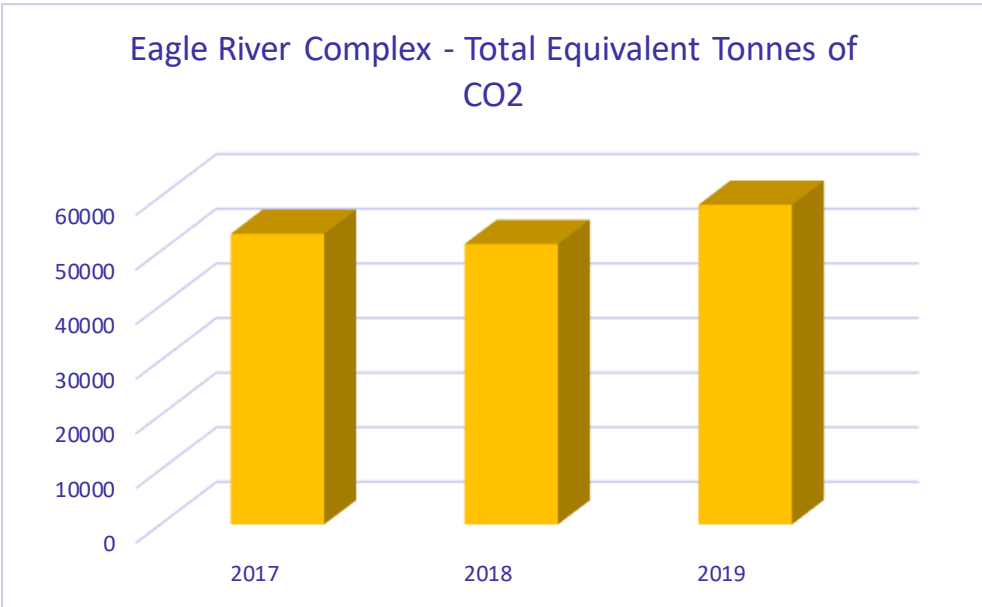
For information purposes, the GHG emission (equivalent tonne of CO₂) per tonne milled ratio of each baseline year corresponds to the following results:

- 0.086 (2017)
- 0.100 (2018)
- 0.173 (2019)

The increase from 2017 to 2019 reflects a prorated increase in personnel and working equipment due to the increase of mining activities as well as the addition of a new fresh air ventilation fan on surface and significant work undertaken within the Tailings Management Area. Since 2020 should be a stable year, we are thriving to establish a lower GHG emission (equivalent tonne of CO₂) per tonne milled ratio than last year’s result. Although mine expansion provides excellent business opportunities, increased GHG emissions are expected, but only on a short-term basis.

Lastly, all results obtained since 2017 are compliant with provincial (*Ontario Regulation 390/18 Greenhouse Gas Emissions: Quantification, Reporting and Verification* under the *Environmental Protection Act*) threshold reporting limits.

Eagle River Complex – Energy and Emissions Performance						
Year	Actual Quantities					Total Equivalent Tonnes (CO ₂ eq)
	Electricity (MWh)	Explosives (tonnes)	Gasoline (kL)	Diesel (kL)	Propane (kL)	
2017	57,819	349	197	3,304	1,318	53,150
2018	56,963	156	199	2,546	1,842	51,284
2019	57,662	185	263	3,331	4,578	58,458





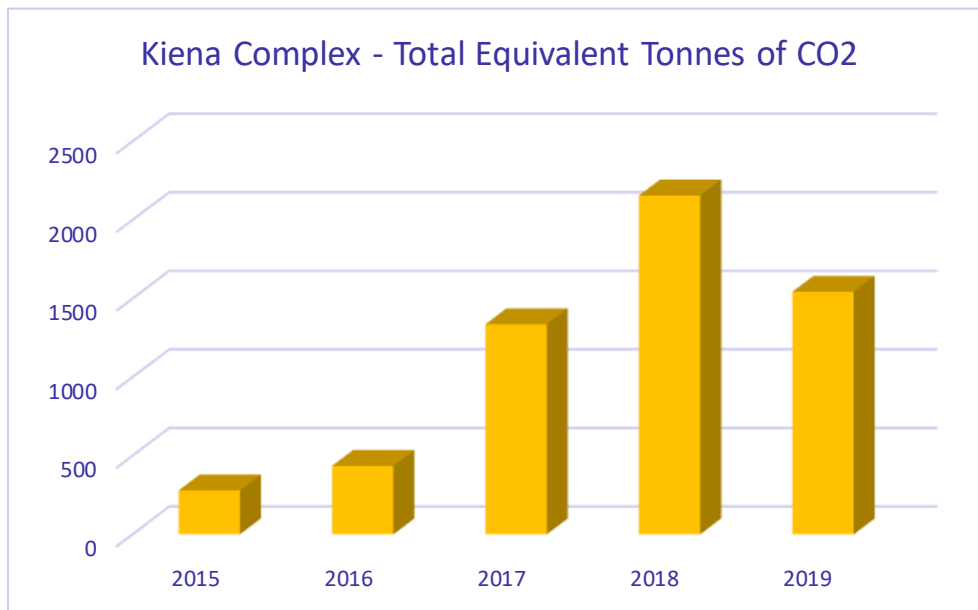
Kiena Complex

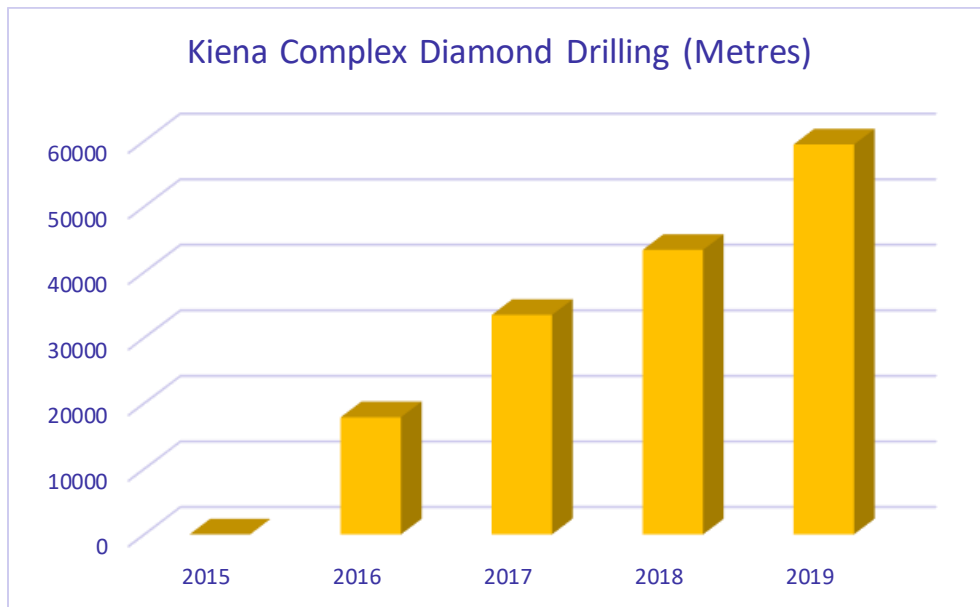
The following table (and associated graphs) represent our energy and emissions performance between 2015 and 2019 regarding the mine site’s key contributors of GHG emissions. Following two relatively stable years, the results reflect a prorated increase of personnel and working equipment due to the surge of exploration activities.

A baseline has not been established a baseline for future reporting years. Work is underway to establish an appropriate GHG emission (equivalent tonne of CO₂) per tonne milled ratio target.

All results obtained since 2015 are compliant with provincial threshold reporting limits (*Regulation respecting mandatory reporting of certain emissions of contaminants into the atmosphere* under the *Environment Quality Act*).

Kiena Complex – Energy and Emissions Performance						
Year ¹	Actual Quantities					Total Equivalent Tonnes (CO ₂ eq)
	Electricity (MWh)	Explosives (tonnes)	Gasoline (kL)	Diesel (kL)	Natural Gas (kL)	
2015	6,233	0	15	5	114	279
2016	10,260	0	15	20	168	435
2017	13,394	49	20	128	459	1,336
2018	17,986	75	22	318	638	2,155
2019	19,535	106	18	145	557	1,542





Air Quality

Overview

The key air quality issue for mine sites is dust, which forms part of what is known as particulate matter. The other main inclusion is diesel particulate which is generated through the combustion process of underground and surface diesel engines and driven equipment. Dust may be generated via the movement and storage of rock and soil as well as through milling operations. Typical sources of dust include crushers, conveyor belts, unpaved haul and access roads, tailings, material handling and stockpiles.

Particulate matter is a health and safety concern for employees and nearby communities (local residents) as well as for vegetation and wildlife. Wesdome uses equipment and operational practices to minimize dust and diesel particulates. Diesel equipment used in underground applications are fitted with equipment that suppresses or burns off the diesel particulate matter generated through the combustion process. Employees and suppliers are also duly informed regarding working procedures and the reporting of visual observations of propagating dust, especially during periods of dry weather and abnormally high winds. The main source of dust at our mine sites are unpaved haul and access roads and to reduce the risks and exposure, we apply water and other dust suppressants, depending on site-specific and climatic conditions. It is important to note that water is predominantly used as dust suppressants may pose potential environmental impacts. Regular maintenance of our unpaved haul and access roads is the key to our success.

Wesdome assesses air quality at all mine sites via mass-balance and engineering calculations as per regulation requirements and reports its air quality emissions per mine site due to different applicable regulations within each province; Ontario (*Ontario Regulation 419/05: Air Pollution - Local Air Quality* under the *Environmental Protection Act*) and Quebec (*Regulation respecting the quality of the atmosphere* under the *Environment Quality Act*).

Varying GHG emissions are expected as the Eagle River Complex is an operational asset while the Kiena Complex is a development asset. The *National Pollutant Release Inventory* under the *Canadian Environmental Protection Act* also applies to both mine sites. Furthermore, air quality emissions are recorded per mine site (mining operations at the Eagle River Complex and advance exploration activities at the Kiena Complex).

Eagle River Complex

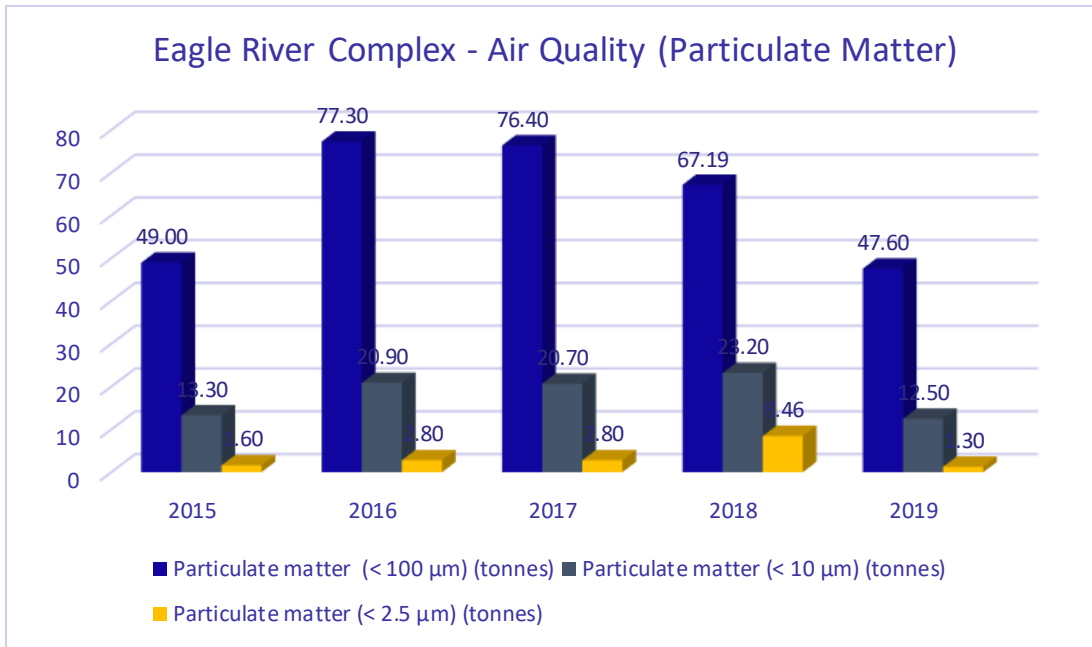
The following table and associated graph represents air quality performance at the Eagle River Complex between 2015 and 2019. The increase in Particulate Matter (dust) < 2.5 µm between 2016 – 2018 was mainly attributed to a refinement to the diesel calculation, as limited information was available at that time. The total volume of diesel combusted in stationary equipment was used to obtain 2018 values versus individual equipment power output (horse power) and annual operating hours that were used to obtain 2017 values. In 2019, more detailed data was obtained and used for the calculation of Particulate Matter and these results reflect the actual conditions of the Eagle River Complex.

For information purposes, Particulate Matter (tonne) per tonne milled ratio for 2017 and 2018 corresponds to the following results:

- Particulate Matter < 100 µm: 0.000123 (2017) and 0.000131 (2018)
- Particulate Matter < 10 µm: 0.000033 (2017) and 0.000045 (2018)
- Particulate Matter < 2.5 µm: 0.000005 (2017) and 0.000017 (2018)

Our target for 2020 is to improve our air quality performance in comparison to 2017 and 2018, just as we did in 2019.

Eagle River Complex – Air Quality Performance			
Year ¹	Particulate Matter (< 100 µm) (tonnes)	Particulate Matter (< 10 µm) (tonnes)	Particulate Matter (< 2.5 µm) (tonnes)
2015	49.00	13.30	1.60
2016	77.30	20.90	2.80
2017	76.40	20.70	2.80
2018	67.19	23.20	8.46
2019	47.60	12.50	1.30



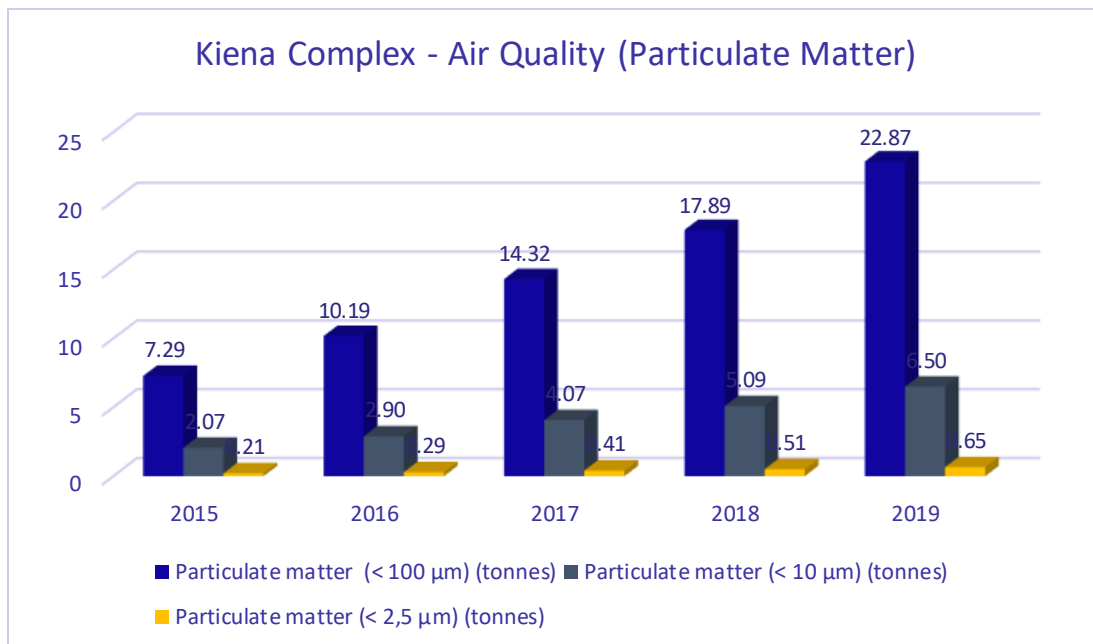
Kiena Complex

The following table (and associated graph) represents our air quality performance between 2015 and 2019 at the Kiena Complex. Following two relatively stable years, the increase reflects a prorated increase of personnel and working equipment due to the surge of exploration activities.

Since no tonnes have been milled during this period, it is difficult to establish a baseline for future reporting years. However, we will evaluate the situation in 2020 and 2021 as we intend to restart mining operations in 2021.

Lastly, all results obtained since 2015 are compliant with federal (*National Pollutant Release Inventory*) threshold reporting limits.

Kiena Complex – Air Quality Performance			
Year	Particulate Matter (< 100 µm) (tonnes)	Particulate Matter (< 10 µm) (tonnes)	Particulate Matter (< 2.5 µm) (tonnes)
2015	7.29	2.07	0.21
2016	10.19	2.90	0.29
2017	14.32	4.07	0.41
2018	17.89	5.09	0.51
2019	22.87	6.50	0.65



Equipment

The Company uses diesel equipment at both the Eagle River Complex and Kiena Complex.

In late 2019, the Company switched to the lowest-sulphur content diesel the market, which helps reduce particulate sulphur dioxide (SO₂) and nitrogen oxides (NO_x) emitted into the atmosphere. Fuel with lower sulphur content produces less sulphur dioxide (SO₂) when burned. Lower sulphur fuels contain less nitrogen oxides (NO_x) produced when fuel is burned. According to the manufacturer, the amount of sulfur contained in this type of diesel is typically less than 1 ppm compared to up to 15 ppm for other products.

We intend to monitor the reduction changes in 2020. Burning cleaner results in lower emissions, helping to provide a safer and more environmentally conscious diesel fuel option for our employees and neighbouring communities. The Company plans to use the same product at the Kiena Complex in 2020.



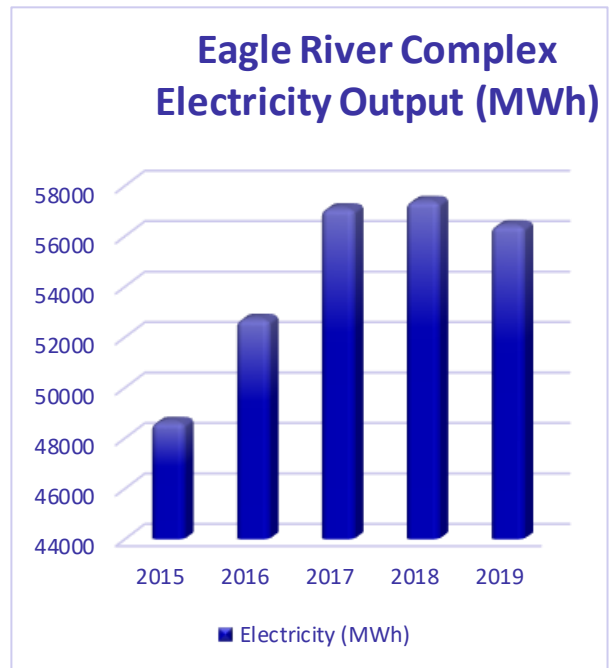
Energy Management

Wesdome continually seeks to reduce its energy consumption through increased energy efficiencies and available programs. Progress has been made at the Eagle River Complex since 2017 while the situation at the Kiena Complex is status quo since 2013, the year the mine site started a care and maintenance program. However, we will evaluate the situation in 2020 and 2021 as we intend to restart mining operations in 2021.

Eagle River Complex

Wesdome applied to the Ontario Government (Ontario Ministry of Northern Development and Mines at the time) in 2017 to include its mine site as well as the Wawa Office and Assay Lab within the Northern Industrial Electricity Rate (“NIER”) Program. As part of the application process, we were required to provide documentation on the Company’s commitment to energy efficiency. An Energy Management Plan (“EMP”) and its updates are a central part of this documentation. A draft EMP was put together in the first quarter of 2017 and submitted for evaluation purposes, then revised based on feedback received and resubmitted in April 2018.

We set a reduction target for electrical energy intensity at 10% below the 2016, with a goal to achieve this level by 2021. Electrical energy intensity in 2016 was 174 kWh per tonne of ore mined, and our 2021 target has been set at 157 kWh per tonne of ore mined. Despite progressively greater mine depths and increasingly difficult mining conditions (geological composition), electrical energy intensity was reduced in 2019 with the lowest number registered at 170.6 kWh per tonne of ore mined. The Company plans to complete additional upgrades to the underground ventilation system in order to aid in achieving the electrical energy intensity target by the end of 2021.



The Energy Management Team (“EMT”) meets on a quarterly basis to review the status and priority of projects, adherence to the EMP, new opportunities and significant timelines. Besides the structured team meetings, other interactions in the EMT are ongoing and informal, with energy issues discussed routinely during production and technical meetings and during day-to-day operational discussions.

Employees are involved in energy management through their day-to-day activities, such as identifying and reporting compressed air leaks as part of the Air Leak Abatement Program, reporting locations of damaged ventilation ductwork, shutting off ventilation fans underground and locations where lighting should be upgraded (DEL). The EMT updates the Ontario Ministry of Energy, Northern Development and Mines on the effectiveness of their energy management plan quarterly.

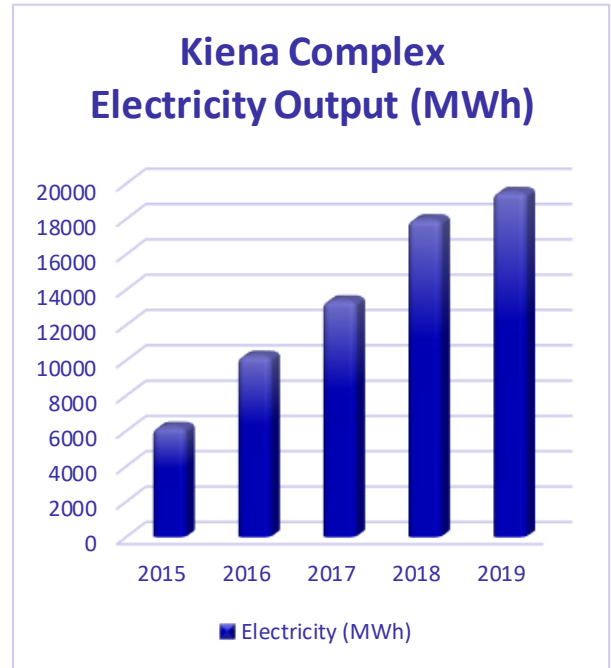
Participation in the NIER Program and execution of the EMP has led to rebates and reductions in operating expenses.

Kiena Complex

We intend to follow the same principles as at the Eagle River Complex, that is to set an electrical energy intensity target and have a team in place for the purpose of evaluating site-specific energy issues and efficiencies. The Quebec Ministry of Energy and Natural Resources will be the main source of information as this ministerial department has the guidelines and programs required to establish a vision going forward.

Our annual electrical energy intensity between 2015 and 2019 ranges between 6,233 and 19,535 MWh. Although the numbers illustrate moderate increases on an annual basis, the results actually reflect a prorated increase of personnel and working equipment due to the surge of exploration activities. When comparing 2017 and 2018 there was an increase of 30% in the diamond drilling activities (33,468 m in 2017 vs 43,495 m in 2018) and almost 2.5 times more development during the same period (509 m in 2017 compared to 1,257 m in 2018). Between 2017 and 2018 the electricity consumption increases by 34% or 4,592 MWh which is directly connected with the activities mentioned above.

Since there has not been any tonnes milled during this period, it is difficult to establish a baseline for future reporting years. However, we will evaluate the situation in 2020 and 2021 as we intend to restart mining operations in 2021.



Water Management

Overview

Water is a critical proponent of mining and milling operations and therefore reliable sources are required for mine sites to operate accordingly. Proactive water management is required to minimize the risk of the excess or misuse of water and it is our commitment to effectively improve our water recycling programs and the consequent reduction of freshwater consumption via employee education, planning, evaluation and monitoring activities.

As mentioned in our *Permitting and Compliance* Section, new water management protocols and infrastructure through significant investment in engineering studies have provided a better understanding of the site water balance and led to a more proactive water management program. Consequently, a contingency emergency infrastructure (Mishi Open Pit Mine) was deemed the solution to temporary hold surplus water during spring freshet and extreme weather events. This solution was discussed and eventually approved by regulatory agencies prior to including it with our other water management protocols.

Water management at our mine sites is regulated provincially (Ontario Ministry of Environment, Conservation and Parks and Quebec Ministry of Sustainable Development, Environment, and Fight Against Climate Change) as well as federally (Environment and Climate Change Canada). Site-specific threshold limits and permits are granted at both levels of government to establish the following obligations:

- Water Withdrawal and Discharge Limits
- Monitoring and Reporting Requirements
- Water Treatment Operational Requirements

Regarding the management of surface runoff from precipitation and snowmelt, the following mechanisms are in place to control cross-contamination:

- A network of ditches channelling and diverting water (not in contact with mine infrastructure) towards the environment
- A network of ditches channelling and diverting water (in contact with mine infrastructure such as the waste stockpile) towards strategic points for treatment (for example, a Tailings Pond Facility)

Wesdome reports its water management per mine site due to different regulations within each province and distinct mine life cycle in effect (mining operations at the Eagle River Complex and advance exploration activities at the Kiama Complex).

Eagle River Complex

Water withdrawal permits are required under Section 34.1 of the *Ontario Water Resources Act* when water quantities taken exceed 50,000 litres per day from any source. Freshwater is taken from either the surface or groundwater sources to support mining and milling operations and to dewater mine workings to maintain healthy and safe working conditions in the open pit and underground mine (such as dewatering). All water withdrawals are required to receive appropriate treatment through an approved and regulated water treatment plant prior to being discharged to the environment. The Eagle River Mill constantly recirculates and reuses 100% of reclaim water to support milling activities while surplus reclaim water from precipitation collected in the Tailings Management Area is treated and discharged to the environment.

There are three distinct water management plans at the Eagle River Complex:

- Eagle River Underground Mine
- Mishi Open Pit Mine
- On-Site Mill

Each plan is summarized in the tables below.

Eagle River Underground Mine – Water Management			
Water is withdrawn from Lake C3 for industrial use in the underground mine. From this quantity of water, it is combined with natural groundwater and rainwater inflow into the underground mine and then pumped out (for safe operation of mining operations) and treated prior to discharge to the environment through a regulated discharge point. No water is withdrawn from regions with High or Extremely High baseline water stress.			
Year	Water Withdrawal for Industrial Use (m ³)	Water Withdrawal for Dewatering Use (m ³)	Water Treatment Volume (m ³)
2015	159,841	145,883	344,469
2016	200,810	190,938	373,036
2017	191,954	217,621	385,095
2018	273,695	277,060	359,746
2019	230,635	335,580	393,470
Compliance			
No non-compliance issues.			
Annual Trend			
Although water withdrawal volumes illustrate annual increases between 2015 and 2019, the volumes actually reflect a prorated increase of personnel and working equipment due to the surge of mining activities. However, through proper water management and recycling procedures, we were able to maintain relatively stable water treatment volumes during the same span.			
The total water withdrawal (m ³) per tonne milled ratio between 2017 and 2019 corresponds to the following results:			
<ul style="list-style-type: none"> • 0.661 (2017) • 1.077 (2018) • 1.677 (2019) 			

Mishi Open Pit Mine – Water Management		
Rainwater and natural groundwater inflow into the Open Pit Mine are pumped out (for safe operation of mining operations) and diverted to the Settling Pond for treatment prior to discharge to the environment through a regulated discharge point. No water is withdrawn from regions with High or Extremely High baseline water stress.		
Year	Water Withdrawal for Dewatering Use (m ³)	Settling Pond - Water Treatment Volume (m ³)
2015	68,334	171,047
2016	65,641	108,990
2017	127,963	175,578
2018	137,407	110,341
2019	6,621	58,532
Compliance		
No non-compliance issues.		
Annual Trend		
<p>Water withdrawal and treatment volumes illustrate different situations on an annual basis due to the level of mining activities as well as the rainwater and natural groundwater received.</p> <p>The total water withdrawal (m³) per tonne milled ratio between 2017 and 2019 corresponds to the following results:</p> <ul style="list-style-type: none"> • 0.206 (2017) • 0.269 (2018) • 0.020 (2019) <p>In 2019, the Mishi Open Pit Mine operations were suspended in April to allow the transfer of excess water from the Reclaim Pond into the western portion of the pit. The transfer of the water back to the Reclaim Pond started later in the year and was completed in January 2020. A water treatment unit was commissioned in 2019 to treat the water that was stored in the pit. There was no water stored in the Eastern portion of the pit, just in the west side. The water from the eastern portion of the pit was treated and sent to the Settling Pond at the Mishi Open Pit Mine where it was treated before to be discharged in the environment.</p>		

Eagle River Mill – Water Management

The on-site mill uses water from the Magnacon Mine Workings primarily for fire suppression, however, it is sometimes used as backup water in the mill process on rare occasions as mill process water is primarily withdrawn from the Reclaim Pond located within the Tailings Management Area. Surface runoff from precipitation and snowmelt is collected in the Reclaim Pond and recycled as mill process water. Excess water in the Reclaim Pond is diverted for treatment and collected in the Polishing Pond prior to discharge to the environment through a regulated discharge point. No water is withdrawn from regions with High or Extremely High baseline water stress.

Year	Magnacon Mine Workings - Water Withdrawal for Industrial Use (m ³)	Recycled Reclaim Water Volume (m ³)
2015	Not applicable	328,107
2016	4,652	316,458
2017	8,031	602,354
2018	8,381	520,089
2019	5,933	565,942

Compliance

No non-compliant issues.

Annual Trend

Water withdrawal volumes have been relatively stable between 2015 and 2016. The rate of water withdrawal per tonne ore milled between 2017 and 2019 were calculated below:

- 0.013 (2017)
- 0.016 (2018)
- 0.018 (2019)

Lower water withdrawal in 2019 is explained by less tonnes processed at the Eagle River mill mainly due to lower mill availability. Overall, withdrawal of water accounts for 10% to 15% of the reclaimed water in the Mill. 85% to 90% of the withdrawn water is recycled from the Reclaim Pond. Recycled volumes are directly related to tonnage and were calculated below:

- 77,460 m³ (2017)
- 63,951 m³ (2018)
- 42,202 m³ (2019)

Regarding water treatment, although the volumes illustrate significant increases between 2017 and 2019, following two relatively stable years, the volumes actually reflect a prorated increase of personnel and working equipment due to the surge of mining activities.

Kiena Complex

Water withdrawal permits are required under Section 9 of the *Regulation respecting the declaration of water withdrawals* under the *Environment Quality Act*, when water quantities taken exceed 75,000 litres per day from any source. Enough freshwater is obtained from the underground mine and/or adjacent lake (Lac De Montigny) in accordance with the conditions set out in our certificates of authorization to maintain healthy and safe working conditions for its employees. All water withdrawals are required to receive appropriate treatment through an approved and regulated water treatment plant prior to being discharged to the environment. During historical mining operations (prior to 2013), treatment of discharged water was not required due to the natural degradation of metal and cyanide contaminants within the Tailings Pond Facility as well as the wetland effects (passive treatment) of the Polishing Pond. During the care and maintenance period of the mine site (following 2013 until this day), treatment of discharged water is still not required for the same reasons.

Kiena Complex – Water Management (Prior to 2013)

Water was withdrawn from Lac De Montigny for mill process water use as well as industrial use in the underground mine, when required. From this quantity of water, it is combined with natural groundwater and rainwater inflow into the underground mine and then the surplus is pumped out (for safe operation of mining operations) and diverted to the Tailings Pond Facility, which is in effect recycled back to the mill for the purpose of reducing the need for withdrawing water from Lac De Montigny. Excess water in the Tailings Pond Facility is then diverted to the Polishing Pond prior to discharge to the environment through a regulated discharge point. No water is withdrawn from regions with High or Extremely High baseline water stress.

Kiena Complex – Water Management (Following 2013)

Water has and continues to be withdrawn from Lac De Montigny for industrial use in the underground mine, when required. From this quantity of water, it is combined with natural groundwater and rainwater inflow into the underground mine and then the surplus is pumped out (for safe operation of exploration activities) and diverted to the Tailings Pond Facility. Excess water in the Tailings Pond Facility is then diverted to the Polishing Pond prior to discharge to the environment through a regulated discharge point. No water is withdrawn from regions with High or Extremely High baseline water stress.

Year	Discharged Water Sourced from Lac De Montigny (m ³)	Discharged Water Sourced from the Underground Mine (m ³)
2015	22	108,322
2016	202	339,478
2017	56,386	235,100
2018	70,483	221,963
2019	228,439	226,530

Compliance

No non-compliance issues.

Annual Trend

The total discharged water in 2015 reflects a mine site in complete care and maintenance while the totals between 2016 and 2019 reflect the surge of exploration activities. In 2019, a total of 59,468 metres of diamond drilling was achieved compared to 43,495 metres in 2018 (37% increase) and more construction work underground. Since there has not been any tonnes milled during this period, it is difficult to establish a

baseline for future reporting years. However, we will evaluate the situation in 2020 and 2021 as we intend to restart mining operations in 2021.

Waste and Hazardous Materials Management

Overview

As mentioned in our water management profile, water is utilized for mining and milling operations as well as personnel use at each mine site. A good understanding of the site-wide water balance is therefore important in order to ensure that no more freshwater is utilized than required and that opportunities to recycle water are maximized. In doing so, the effluent volume to the environment may be minimized as well as the impacts to the receiving waterbodies.

Effluent regulatory requirements at both levels of government specify monitoring requirements (such as frequencies, locations and methodologies), reporting necessities and water quality threshold limits. Water quality is analyzed at the discharge station to verify for parameter exceedance while Environmental Effects Monitoring Studies) are carried out to identify potential ecological effects caused by effluent discharge on benthic invertebrates, fish, fish habitat and use by humans of fish. Environmental Effects Monitoring Studies are required for all operating mines and mills in Canada in accordance with the *Metal and Diamond Mining Effluent Regulations* under the *Fisheries Act*.

Environmental Effects Monitoring Studies are to be conducted every three years as per regulatory requirements (Schedule 5 of the *Metal and Diamond Mining Effluent Regulations*). A Study Design must be submitted for review six months prior to performing the field work and an Interpretive Report must be submitted every three years as per the site's schedule. The monitoring program is carried out directly at the effluent discharge as well as at reference points (upstream) and near field points (downstream) following the discharge of untreated or treated water towards the environment. The following testing methods are included:

- Water Quality Monitoring
- Sediment Quality Monitoring
- Effluent Chemical Characterization (Relative Concentrations)
- Effluent Toxicity Testing
- Biological Monitoring in the Receiving Environment (Benthic Invertebrate and Fish Surveys)

Wesdome annually submits an Environmental Effects Monitoring Effluent and Water Quality Monitoring Report as per regulatory requirements (Schedule 5 of the *Metal and Diamond Mining Effluent Regulations*). The following keys elements are included:

- Reference and Exposure Site Water Quality Results
- Water Sampling Quality Assurance / Quality Control Procedures and Methods
- Summary of Monthly Average Effluent Data
- Effluent Toxicity Testing Results (Acute Lethality and Sublethal)

Lastly, since an operational, maintenance and surveillance manual is an integral part of effluent management, each mine site has its own and is kept up to date as per Mining Association of Canada guidelines.

Wesdome reports its effluent management per mine site due to different regulations within each province and distinct mine life cycle in effect (mining operations at the Eagle River Complex and advance exploration activities at the Kiema Complex).

Eagle River Complex

There are water treatment systems at each of all three Eagle River Sites. All effluent discharge locations are regulated on three levels:

- Site-Specific Permits (Environmental Compliance Approvals)
- Provincial (*Ontario Regulation 560/94 Effluent Limits and Effluent Monitoring Regulation for Metal Mining Sector* under the *Environmental Protection Act*)
- Federal (*Metal and Diamond Mining Effluent Regulations* under the *Fisheries Act*)

Regarding the *Metal and Diamond Mining Effluent Regulations*, the Eagle River Complex has currently completed five cycles of studies for the Mine and Mill Sites. Field work regarding the Cycle 6 Study for the Mine Site is currently underway while the Cycle 6 Study for the Mill Site will begin within a year.

An annual comparison and exceedance details are presented in the following table.

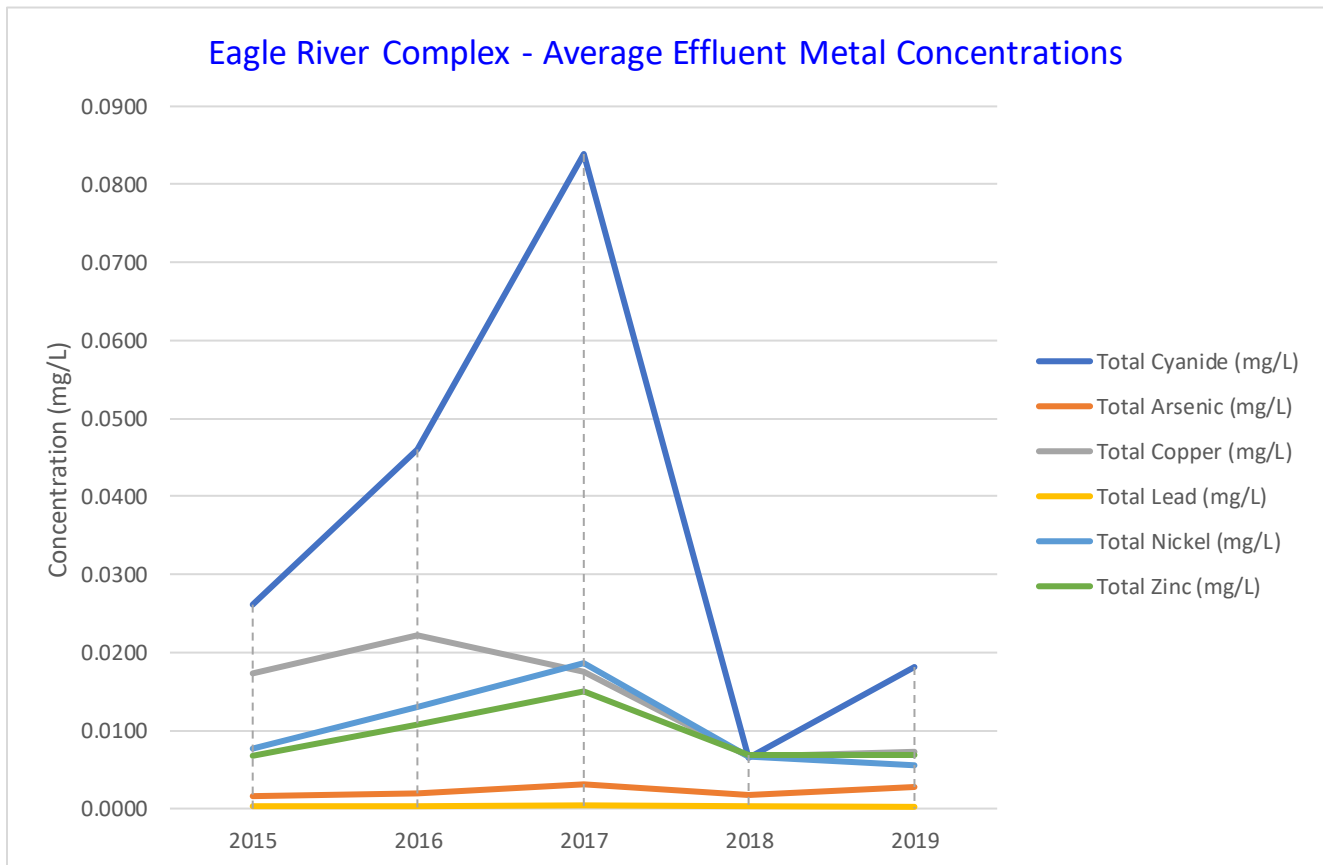
Eagle River Complex – Effluent Management	
Between 2015 and 2019, there have been four exceedances in accordance with regulatory requirements.	
Year	Non-compliant Effluent Issues
2015	The Eagle River Mine effluent discharge just about exceeded, on one occasion, the daily limit of 0.20 mg/L for the parameter of un-ionized ammonia with a value of 0.22 mg/L.
2016	None.
2017	None.
2018	The Eagle River Mine effluent discharge exceeded the daily limit of 30mg/L for the parameter of Total Suspended Solids on two different days (May 6 and May 8). These exceedances were attributed to insufficient flocculant addition rates and corrective actions were quickly implemented. However, the monthly average TSS concentration was 12 mg/L and did not exceed the regulatory monthly average limit of 15mg/L. On April 30, 2018, a controlled discharge from the Miron Creek Tailings Management Area Polishing Pond commenced as per the Amended Environmental Compliance Approval. The discharge concluded on May 18, 2018. During the discharge period, three exceedances occurred above the acute lethality limit of 50% for <i>Daphnia magna</i> : 70% on April 30, 100% on May 2, and 100% on May 3. The occurrences were monitored throughout the process and there was no mortality of rainbow trout detected.
2019	The Tailings Management Area effluent discharge from the Polishing Pond exceeded the monthly average limit of 15 mg/L for the parameter of Total Suspended Solids with an average of 16 mg/L once in September. This exceedance was believed to be caused by an algae bloom and was not believed to have any negative effect on the natural environment because acute toxicity samples were taken during this time had 0% mortality for <i>Daphnia Magna</i> and rainbow trout.

The following tables (and associated graphs) summarize the average effluent concentrations discharged to the environment as well as the total loadings from effluent discharged to the environment from all three Eagle River Sites.

Eagle River Complex – Average Effluent Concentrations Discharged to the Environment							
Year (mg/L)	Total Cyanide	Total Arsenic	Total Copper	Total Lead	Total Nickel	Total Zinc	TSS
PWQO ¹	None	0.0050	0.0050	0.0050	0.0250	0.0200	15.00
2015	0.0261	0.0016	0.0174	0.0002	0.0077	0.0068	0.727292
2016	0.0461	0.0020	0.0222	0.0004	0.0130	0.0108	0.924055
2017	0.0839 ²	0.0031	0.0176	0.0004	0.0186	0.0150	1.553758
2018	0.0065	0.0017	0.0067	0.0003	0.0066	0.0068	1.555652
2019	0.0182	0.0028	0.0072	0.0002	0.0056	0.0069	2.586328

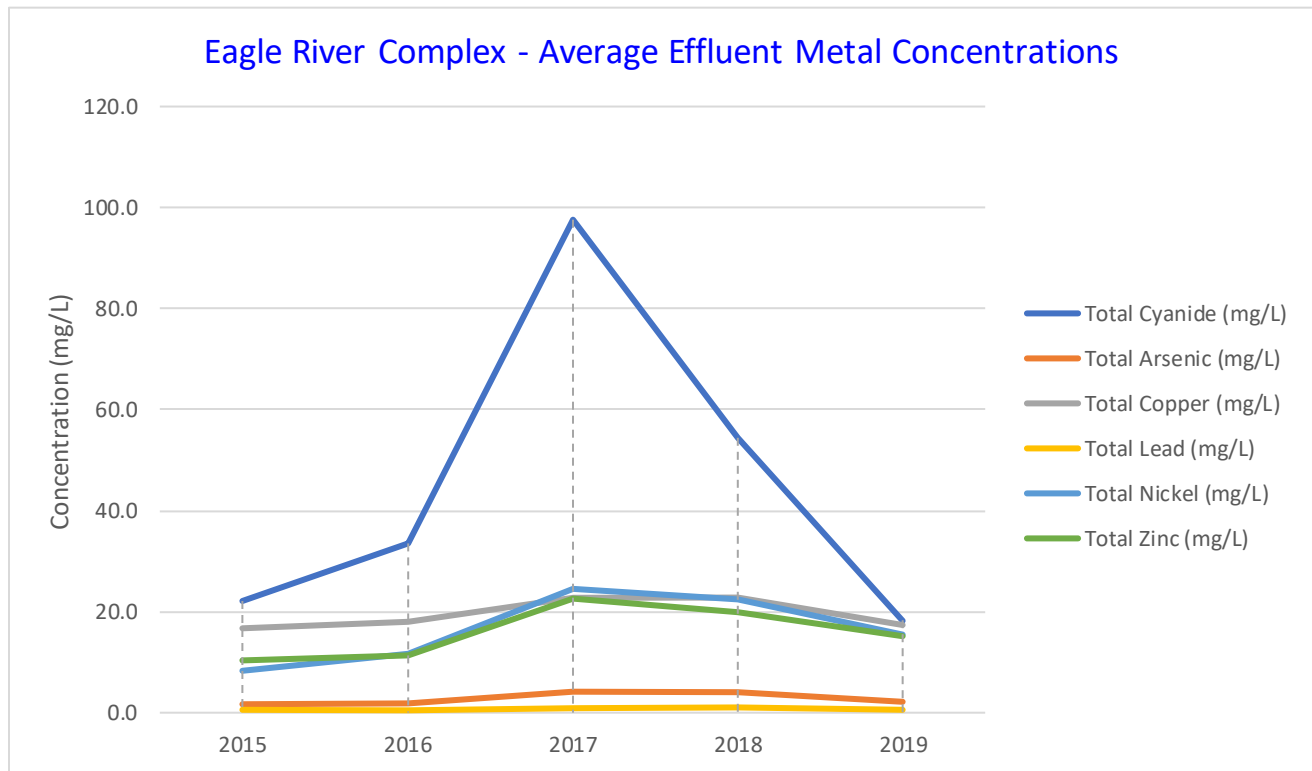
¹ Provincial Water Quality Objectives included for comparison purposes.

² In 2017, higher total cyanide and other metal loadings were directly linked to limited retention time in the TMA and increased water volume being discharged (91% higher compared to 2016).



Eagle River Complex – Total Loadings From Effluent Discharged to the Environment							
Year (kg/year)	Total Cyanide	Total Arsenic	Total Copper	Total Lead	Total Nickel	Total Zinc	TSS
2015	22.0	1.7	16.7	0.6	8.3	10.4	2423
2016	33.6	1.8	17.9	0.5	11.6	11.3	2088
2017	97.6 ¹	4.2	22.6	0.8	24.5	22.6	4116
2018	54.4	4.0	22.8	1.0	22.6	20.0	5133
2019	18.2	2.2	17.5	0.6	15.4	15.3	5293

¹ Higher Cyanide concentration in 2017 were mainly due to lower retention time in the tailings management area. Adjustments were made in the treatment process accordingly and we have increased the capacity into the Reclaim Pond since then.



Kiena Complex

All underground water (dewatering is required for the pursuits of safe mining activities) and processed tailings (during mining operations) are diverted to the Tailings Pond prior to the Polishing Pond, the location of the mine's only effluent. The Polishing Pond has two dykes, one on the east side and one on the north side, and discharge of untreated water towards the environment is accomplished at the latter dyke via a Parshall canal in the direction of a ditch leading directly to the adjacent lake (Lac De Montigny). The effluent is continuously monitored at a specified and controlled discharge station by means of an instrumentation system that allows for uninterrupted recordings of the water's flow rate and pH. The flow rate is measured with a level probe installed directly in the Parshall canal while the pH is measured using a standard probe.

Effluent discharge is regulated on three levels:

- Site-Specific Permits (Environmental Compliance Approvals)
- Provincial (*Directive 019 for the Mining Industry*)
- Federal (*Metal and Diamond Mining Effluent Regulations under the Fisheries Act*)

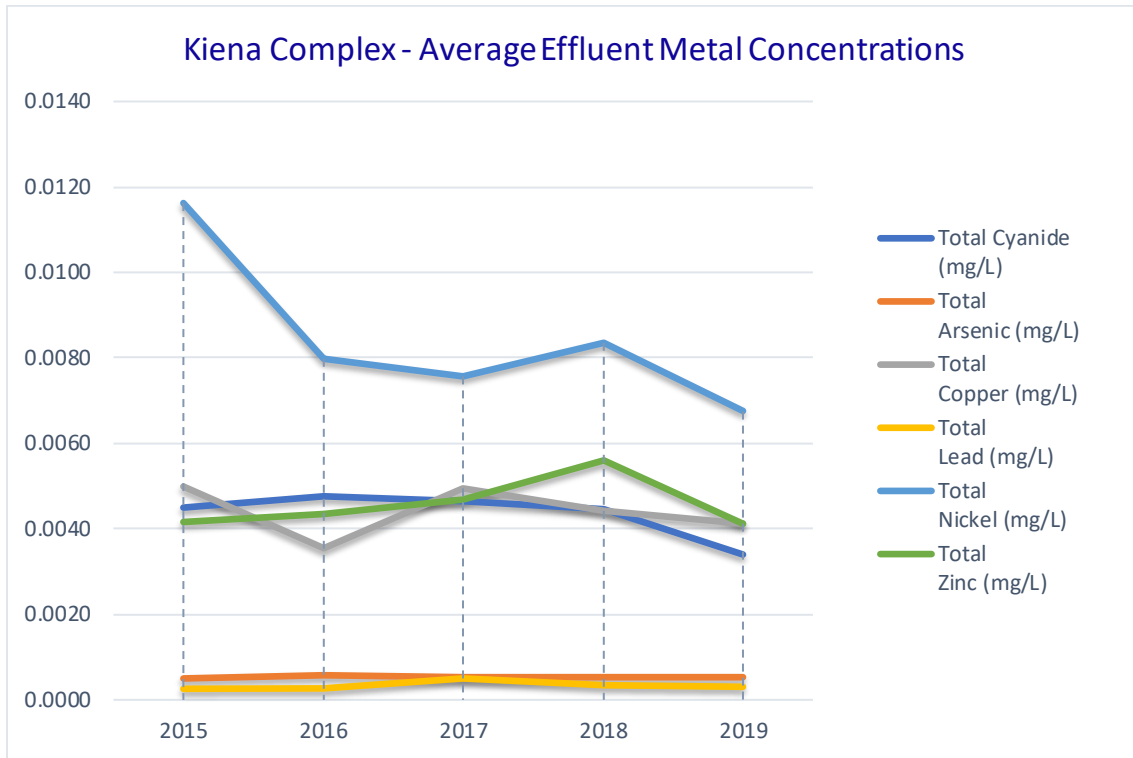
With respect to the *Metal and Diamond Mining Effluent Regulations*, the Kiena Complex has currently completed five cycles of studies for its sole effluent discharge station. The Cycle 6 Study is planned for 2020. There have been no exceedances in accordance with provincial and federal threshold reporting limits with respect to monitored parameters discharged to the environment between 2015 and 2019. Regarding the results of acute lethality testing (daphnia magna and rainbow trout) of the effluent discharge within the exposure and reference zones of the effluent, all samples were proven to be non-toxic since 2015 in accordance with federal threshold reporting limits.

The following tables (and associated graphs) summarizes the average effluent concentrations discharged to the environment as well as the total loadings from effluent discharged to the environment from the Kiena Complex. Regulated parameters are indicated with the absence of radium-226 (results are deemed negligible).

Kiena Complex – Average Effluent Concentrations Discharged to the Environment							
Year (mg/L)	Total Cyanide	Total Arsenic	Total Copper	Total Lead	Total Nickel	Total Zinc	TSS
Provincial ¹	1.000	0.2000	0.3000	0.2000	0.5000	0.5000	15.00
Provincial ²	2.000	0.4000	0.6000	0.4000	1.0000	1.0000	30.00
2015	0.0045	0.0005	0.0050	0.0003	0.0116	0.0042	4.81
2016	0.0048	0.0006	0.0035	0.0003	0.0080	0.0043	4.37
2017	0.0047	0.0005	0.0049	0.0005	0.0076	0.0047	4.57
2018	0.0045	0.0005	0.0044	0.0003	0.0083	0.0056	1.83
2019	0.0034	0.0005	0.0041	0.0003	0.0068	0.0041	2.12

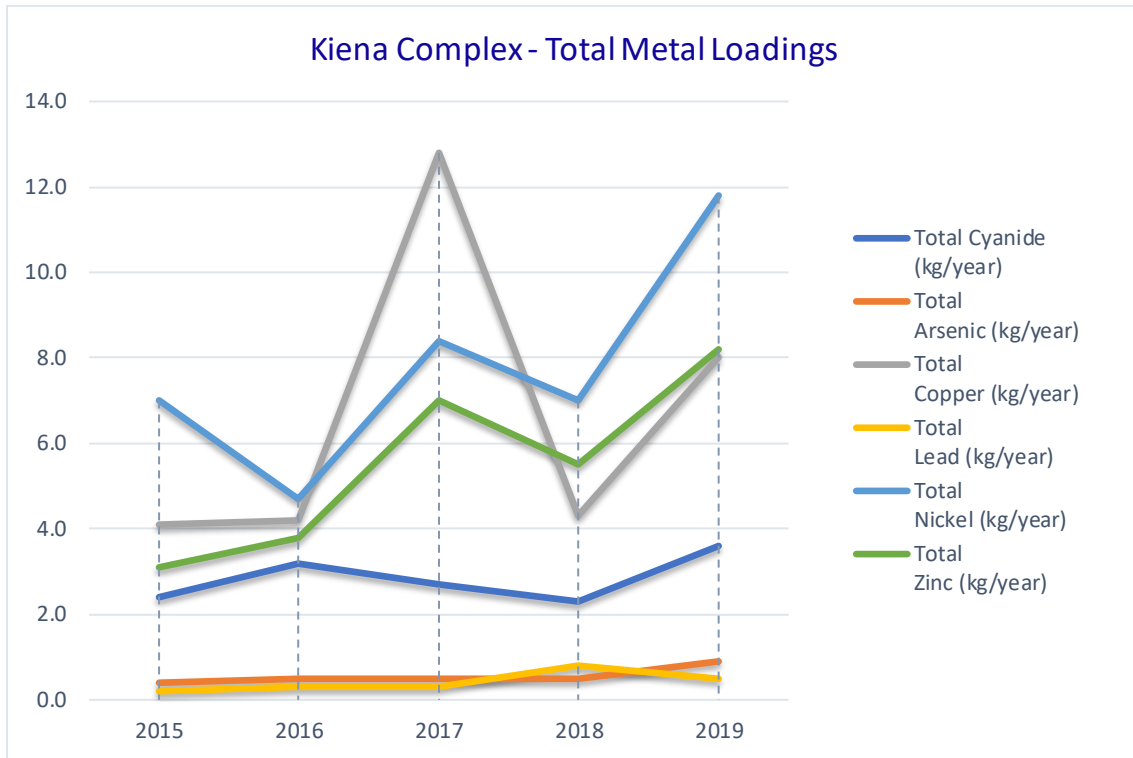
¹ Provincial (Directive 019 for the Mining Industry) mining effluent threshold limits (allowable monthly average concentrations).

² Provincial (Directive 019 for the Mining Industry) mining effluent threshold limits (allowable maximum concentrations).



Kiena Complex – Total Loadings From Effluent Discharged to the Environment						
Year ¹ (kg/year)	Total Cyanide	Total Arsenic	Total Copper	Total Lead	Total Nickel	Total Zinc
2015	2.4	0.4	4.1	0.2	7.0	3.1
2016	3.2	0.5	4.2	0.3	4.7	3.8
2017	2.7	0.5	12.8	0.3	8.4	7.0
2018	2.3	0.5	4.3	0.8	7.0	5.5
2019	3.6	0.9	8.0	0.5	11.8	8.2

¹ The slight variance in concentrations (in certain parameters) between 2015 and 2019 can be explained by the presence of animals (such as moose, ducks, muskrats and beavers) in the Polishing Pond that are responsible for the uplifting of bottom sediments during movement, especially during the spring and summer seasons. With no mill processing since 2013, the Polishing Pond has slowly transitioned itself into a wetland as the only source of water is natural (groundwater and rainwater). The bottom sediments are composed of deposited metals resulting from past operations when ore process waste was sent to the Tailings Pond Facility in which excess water was then diverted to the Polishing Pond.



Non-Hazardous Waste

Non-hazardous waste is managed to reduce the risk to the environment in order to:

- Avoid spillage and/or poor housekeeping
- Reduce the risk of attracting wildlife which could result in danger to both wildlife and humans
- Confine the project footprint and reduce storage requirements
- Reduce opportunities for human illness, including illness caused by exposure to biohazards, air pollution and noise pollution



Non-hazardous waste generated at all our mine sites include the following key materials:

- | | |
|--------------------|----------------|
| • Cardboard | • Scrap Steel |
| • Domestic Waste | • Scrap Wood |
| • Empty Containers | • Sewage Waste |
| • Scrap Plastic | • Used Tires |

All solid non-hazardous waste is segregated and temporarily stored within on-site safe locations and transported off-site for recycling or disposal in an authorized facility.

Hazardous Waste

As hazardous waste is a material that can be corrosive, flammable, reactive, toxic, infectious or radioactive, these can pose a risk to the environment, human health, safety and public well-being if it is not stored, treated, transported, eliminated, used or otherwise managed appropriately.

Hazardous waste (categorized as subject waste) generated at all our mine sites include the following key materials:

- Antifreeze
- Batteries
- Chemicals
- Corrosive Liquids
- Environmentally Hazardous Substances
- Oil, Grease and Oily Water
- Used Cleaning Solutions and Solvents
- Waste Gasoline and Diesel

The generation and disposal of non-hazardous waste in Ontario is regulated by *Ontario Regulation 347 General – Waste Management* under the *Environmental Protection Act*. Hazardous (subject waste) is stored and handled in accordance with legislative requirements regulated by *Ontario Regulation 347 General – Waste Management* under the *Environmental Protection Act*, *Transportation of Dangerous Goods* and *Workplace Hazardous Materials Information System*. These materials are not stored on-site for periods of more than 90 days, otherwise notification to the Ontario Ministry of Environment, Conservation and Parks is required. All subject waste is registered on the ministry's Hazardous Waste Information Management System, manifested and transported off-site by licensed carriers. The following table summarizes waste generated (where information is available) at the Eagle River Complex.

Eagle River Complex – Generated Waste					
Material / Year	2015	2016	2017	2018	2019
Non-hazardous Waste to Landfill (tonnes)	Information not available ¹			505	526
Hazardous Waste (tonnes)	85,000	60,000	70,000	70,000	64,000
Hazardous Water (litres)	Information not available ¹			0.3	3.3
Steel Recycled (tonnes)	Information not available ¹			297	300

¹ We intend to continue collecting inventories and monitoring waste generated in order to assess our evolution towards material sustainability in the upcoming years.

The generation and disposal of non-hazardous waste in Quebec is regulated by numerous material-specific regulations stipulated under the *Environment Quality Act*. Hazardous (subject waste) is stored and handled in accordance with legislative requirements regulated by the *Transportation of Dangerous Substances Regulation* under the *Highway Safety Code*, *Transportation of Dangerous Goods* and *Workplace Hazardous Materials Information System*. These materials are not stored on-site for periods of more than 90 days, otherwise notification to the Ontario Ministry of Environment, Conservation and Parks is required. All subject waste is manifested and transported off-site by licensed carriers. Regarding the Kiema Complex, information on non-hazardous waste sent to the landfill, hazardous waste, hazardous water and recycled steel is either insignificant or information is not available (mine site has been following a care and maintenance program since 2013). However, we intend to collect inventories and monitoring waste generated in order to assess our evolution towards material sustainability since mining operations should be restarting in the near future. For example, we were able to compile recycled steel for 2019 (66,0 tonnes).

Tailings and Waste Rock Management

Overview

A by-product of mining activity is the production of large quantities of tailings and waste rock and these materials are managed accordingly in order to minimize short-term and long-term environmental impacts. Tailings are stored in a Tailings Management Area surrounded by dykes while waste rock, the uneconomic portion of the geological composition that needs to be removed to access the ore, is stored in a stockpile.

Our comprehensive tailings and waste rock management process ensures that these materials are stored in a safe, stable and economical manner, ensuring that impacts to public health and the environment are minimized during construction, operation, closure and post-closure activities. Wesdome uses a systematic, risk-based approach to tailings management which includes an Operation, Maintenance and Surveillance Manual that is kept up to date as per guidelines set out by the Mining Association of Canada.

These materials are managed in accordance with the certificates of authorization and permits approved by provincial regulatory agencies, who issue such approvals with specific requirements for concept, operation, monitoring and eventual closure. A network of surface stations and underground wells is in place at our mine sites to monitor quality and ensure that we meet all applicable regulatory requirements related to surface and underground water.

In 2019, tailings and waste rock management work plans were updated, including closure plans, ensuring that the most up-to-date engineering studies have been utilized in the design and management of our tailings management areas at both mine sites.

Eagle River Complex

Dykes are regulated by the Ontario Ministry of Natural Resources as well as the Ontario Ministry of Energy, Northern Development and Mines. There is one on-site Tailings Management Facility associated with milling operations.

After extensive technical reviews on our tailings and water management and corresponding updates to our risk management program, additional work is being undertaken at our TMA, taking advantage of the summer season in the Wawa region. An updated deposition plan, to optimize tailings placement and water management, has been put in place and work has been ongoing so far this year. Over the past 5 years, there has been higher than normal precipitation in the region, with water management becoming increasingly challenging. Snow management, with the purchase of appropriate equipment, was successfully undertaken over the winter months into the spring of 2019, to mitigate the effects of rapid spring thaw. With appropriate permits in place, additional capacity for water management was garnered by temporarily utilizing our Mishi Open Pit Mine, as ore was available for processing from the Mishi Open Pit Mine stockpile. At the TMA, the Stage 3 vertical raise was completed during the year, with the majority of the Stage 3 raise having occurred in 2017. The Company started the vertical raise (Stage 4) of the existing dyke structure which will allow additional tailing capacity for the future. Construction of the dyke raise will continue in the summer of 2020. The Stage 4 raise will add nearly 4 years of tailings capacity at current production rate.

Approval was granted and construction of the \$8.3 million dollar project began in mid-2019. Throughout construction, a total of 919,566 tonnes of waste rock from the Mishi Open Pit Mine, 9,756 m³ of sand from the gravel pit and 154,901 m³ of tailings cake were moved to stabilize and raise the berms to meet operating requirements.

The stabilization work was completed in October 2019, increasing the safety factor of the dyke as per design criteria. The Company then began the construction of the Stage 4 vertical extension; providing additional tailing

capacity for the future. The designs and construction work followed the signature, guidelines and witnessing of the Engineer of Record, a professional Engineer with the appropriate qualifications, skills and experience to perform the undertaking.

The following table illustrates the amount of waste rock and tailings produced between 2015 and 2019.

Eagle River Complex – Generated Waste					
Material / Year	2015	2016	2017	2018	2019
Waste Rock (tonnes)	788,577	703,392	609,111	542,842	182,311
Tailings (tonnes)	305,227	308,565	309,841	255,804	168,605

Kiena Complex

Tailings management areas are regulated by the Quebec Ministry of Sustainable Development, Environment, and Fight Against Climate Change. There is one on-site Tailings Management Facility associated with milling operations (prior to 2013). The Tailings Management Facility is divided into two cells, to facilitate tailings deposition and water management and incorporates a Polishing Pond for water discharge to the environment.

Daily visual inspections of important infrastructure (dykes, ditches and access points) are carried out by on-site personnel while a third-party engineering firm conducts a more extensive visual examination on an annual basis and provides its findings to the Company and the ministry.

The Tailings Management Facility, which is fully constructed as raises are no longer possible due to engineering constraints, has a remaining capacity of 2-3 years of tailings disposal. Due to this limited space and the intent of restarting mining operations for several years, we are presently carrying out environmental and geotechnical studies to evaluate alternative disposal areas within property limits.

The following table illustrates the amount of waste rock and tailings produced between 2015 and 2019.

Kiena Complex – Generated Waste					
Material / Year ¹	2015	2016	2017	2018	2019
Waste Rock (tonnes)	0	0	26,106	99,286	32,034
Tailings (tonnes)	0	0	0	0	0

Cyanide Management

Wesdome currently utilizes cyanide at its Eagle River Mill. Cyanide is an essential chemical in the processing of gold ore because the cyanidation process is the most effective and economical metallurgical technique to recover gold currently available. However, cyanide can pose serious health risks to humans, animals, and plant life. The responsibility to health, safety, and the environment is an integral aspect of Wesdome's business activities. The Company has developed a comprehensive Cyanide Management Plan to complement the existing regulatory requirements. The Cyanide Management Plan ensures that protocols for the safe management of cyanide at Wesdome are followed. It has been developed using best management practices and the International Cyanide Management Institute's International Cyanide Management Code for the Gold Mining Industry which focuses on the responsible management of cyanide and cyanide solutions during every stage of the mining process to protect human health and the environment.

The overall objectives of the Cyanide Management Plan are to provide:

- A framework for the safe use, management, and control of cyanide at the Eagle River Mill
- An overview of the treatment and management systems necessary to mitigate elevated cyanide concentrations within the Tailings Management Area

There have been no incidents regarding health and safety issues as well as environmental impacts during this reporting period.

Regarding the Kiena Mill, we intend to follow the same principles as those implemented for the Eagle River Mill once mining operations have started.

Closure and Reclamation Planning

All mining companies who engage in exploration activity or mining operation determined by regulation must submit a closure plan in respect of the end land use on which the activities take place, for approval by provincial regulatory agencies. The closure plan should include reclamation work to restore the mine site to an acceptable environmental standard for productive use.

This involves the following key elements:

- Eliminating unacceptable risks to public health and safety
- Limiting the production and spread of contaminants that may damage the receiving environment, and attempting to eliminate all forms of long-term care and maintenance
- Reclaiming the mine site to a visually acceptable standard
- Reclaiming the infrastructure area to be compatible with future use

Closure plans must be revised every five years in Quebec. A shorter period may be required if major changes are made to the mining operations or if provincial regulatory agencies sees fit to require an amendment, for example, new technologies are introduced. In Ontario, closure plans remain valid as long as there has been no significant change in the operational plan. In both provinces, major changes may include new equipment, processing technology, infrastructure and dams as well as expanded site footprint (environmental disturbance and/or impacts).

Mining companies may ask to be released from the reclamation requirements if the reclamation work has been carried out in accordance with the approved closure plan (and no sum of money is due to the with respect to the performance of that work) or if the mine site does not pose a risk for the environment or for human health and safety, and in particular, poses no risk of acid mine drainage. Mining companies may also be released from the reclamation requirements of its mine site if the provincial regulatory agencies agree to let a third party assume the obligations.

Provincial regulatory agencies also require mining companies to provide a financial assurance to ensure that the reclamation work outlined in the closure plan is successfully carried out, even in the event that the property is reverted to the crown unexpectedly (for example, if the mining proponent goes into receivership or declares bankruptcy). This financial assurance, equal to the estimated cost of the reclamation work, is held by the provincial regulatory agencies until mining companies can prove that the reclamation work is completed accordingly and must be included with the submission of the closure plan for it to be accepted. The financial assurance must further be re-evaluated and adjusted for every closure plan amendment.

Therefore, planning for closure and reclamation is an integral part of our ongoing mine planning since our closure plans will define how each mine site will be reclaimed in an effective and responsible way such that we can mitigate the operational impacts during the mining operations and include post-closure environmental, economic and social impacts.



Eagle River Complex

The responsible provincial regulatory agency is the Ontario Ministry of Energy, Northern Development and Mines and the legislative requirements are stipulated in *Ontario Regulation 240/00 Mine Development and Closure* under the *Ontario Mining Act*.

As of December 31st, 2019:

- The latest approved closure plan of each mine site was prepared in accordance with Ontario Ministry of Energy, Northern Development and Mines guidelines (“ENDM”)
- Eagle River Mill – the closure plan has been reviewed and approved by the ENDM. The financial assurance bond will be submitted in 2020.
- Mishi Open Pit Mine/Magnacon – As per Ministry request the Mishi Open Pit Mine and the Magnacon closure plans were combined together. An amended closure plan has been submitted and is being reviewed by the ENDM.
- Eagle River Mine – An amended closure plan has been submitted and is being reviewed by the ENDM.

Kiena Complex

The responsible provincial regulatory agencies are the Quebec Ministry of Energy and Natural Resources (for approval) and the Quebec Ministry of Sustainable Development, Environment, and Fight Against Climate Change (for technical expertise). Under the *Quebec Mining Act*, closure plans filed and approved after December 10, 2013, are made public in accordance with Section 215 and are available online via the mining title management system GESTIM.

Regarding the situation as of December 31st, 2019:

- The latest approved closure plan was prepared in accordance with the document entitled *Guidelines for preparing mine closure plans in Quebec* formulated by both provincial regulatory agencies
- The latest approved closure plan dates back to September 2015
- An amended closure plan is due by the end of October 2020 which will include all changes made to the mine site since 2015 as well as an adjusted financial assurance

Financial Assurance

Closure Plan Financial Assurance (CAD \$)				
Eagle River Complex	Latest Approved Closure Plan		Closure Plan Currently in Review	
Eagle River Mill	November 2019	\$8,801,075	Not applicable	Not applicable
Underground Mine	September 1994	\$355,804	August 2019	5.35 M
Mishi Open Pit Mine	July 2011	\$382,909	August 2019	3.09 M
Kiena Complex	Latest Approved Closure Plan		Closure Plan Currently in Review	
Entire Mine Site	September 2015	\$6,800,000	Work in progress	

Future Land Use

Closure planning is important to mitigating short-term and long-term environmental and social impacts from mining operations once the ore has been fully depleted and is a key element in assuring all stakeholders that we have the financial resources and technical ability to return the mine site to an environmentally acceptable land use for future generations. Our closure plans have been prepared in such a manner to satisfy all stakeholders, either directly or indirectly impacted with our mine sites.

All impacted areas of our properties will be cleaned up, graded to blend with the surrounding environments and fully vegetated with species natural to the adjacent forests. All buildings will be dismantled and all remaining mine infrastructure (such as dykes and waste rock piles) will be geotechnically reinforced and environmentally reclaimed. All reclamation work will be carried out in accordance with provincial and federal regulations and standards. Monitoring systems will be put into effect during the post-closure period until each mine site can be released back to the crown.

Permitting and Compliance

Our mine sites are subject to extensive regulations overseeing environmental protection via provincial and federal regulatory agencies as site-specific certificates of authorization and permits for compliance purposes. To this date, our mine sites are operating with all necessary permitting requirements.

Eagle River Complex

In 2018, an environmental penalty of \$41,220 was imposed to the Eagle River Mill and Tailings Management Operations and to the Eagle River Mine. The violation was classified as a “less serious contravention” in accordance with the *Ontario Environmental Penalties Regulation* under the *Environmental Protection Act*, and was related to an exceedance of water discharge limits during a period of extreme rainfall in the spring of 2018 and a high TSS level (total suspended solid) at the discharge point at the Eagle Mine during the same period of time.

Wesdome has subsequently implemented a significant number of corrective and preventive measures. In 2018, improvements were made to the water treatment process and water management practices underground, including regular sump cleaning and upgraders to the pumping system in order to better manage the quality of the water being discharged. In addition, water management protocols and infrastructure have been continually improved, and the Company has made significant investments in engineering studies which have provided a better understanding of the site water balance.

This has led to a more effective and proactive water management program. In 2019, the Company received approval from regulatory agencies to use the Mishi Open Pit Mine as a contingency vessel to manage surplus water encountered during spring freshet and extreme weather events. All water collected in the pit was pumped back to the Tailings Management Area for treatment, recycled or discharged to the environment through a regulated control point. This minimizes the potential reoccurrence of exceedances of discharge limits. Additional engineering studies and infrastructure improvements, such as a Tailings Management Area expansion, water treatment plant improvements, instrumentation installation and environmental management plans have been put in place to further prevent a reoccurrence of the 2018 incident. In the fall of 2018 and spring of 2019, after a period of significant snowfall and heavy rainfall, Wesdome was pleased to see that the revised water management protocols functioned as designed, with no contraventions of relevant site-specific, provincial or federal environmental legislation.

There were no violations of any relevant environmental legislation in 2019.

Kiena Complex

There were no violations of any relevant environmental legislation in 2019.

Consultations for Permitting and Closure Planning

Wesdome complies with the Government regulations for duty to consult the First Nations. For example, Eagle mine closure plans were sent to surrounding First Nations to gather their feedback and concerns. Changes were made in the plans accordingly.

Biodiversity Impacts

The monitoring of potential environmental impacts of our mine sites on biodiversity (plants, fish and wildlife) is accomplished by carrying out baseline studies and impact assessments in advance of project development and/or expansion activities. Biological diversity is best defined as a variety of species and ecosystems and the ecological processes they support and it is obvious that biodiversity is important to all our stakeholders with either a direct or indirect connection to our mining operations.

Prior to starting our mining operations and obtaining all necessary certificates of authorization and permits, baseline studies and impact assessments were carried out as required by provincial and federal regulatory agencies. But it does not end there as regular visual observations and field investigations are carried out to ensure that conditions set out in the certificates of authorization and permits are respected. Furthermore, environmental effects monitoring studies are carried out during the mining operations (as per federal regulation) to identify potential effects caused by the effluent on fish, fish habitat and use by humans of fish within the exposure and reference zones following the discharge of untreated water towards the environment, as mentioned in *Effluent Management* Section.



Social

Wesdome's sustainability approach is hinged around our social principles of responsible mining that define our commitment in engaging all stakeholders either directly or indirectly impacted with our mine sites. With this approach, increased value is created for our stakeholders by operating in a safe and socially responsible manner while contributing to the prosperity of our employees, their families and the communities in which we operate.

Community Relations

Wesdome's business depends on partnerships with our different stakeholders and we strive to engage them in an open and transparent manner. This means communicating in an honest and timely fashion, as well as actively listening to and responding to our stakeholders' concerns and interests. Meetings and site visits are held with members of our local communities, local and regional governments as well as and other interested stakeholders. We also engage with non-community stakeholders (including our shareholders, and sustainable development research groups) through meetings and participation in stakeholder initiatives, and associated industry associations.

The varied experiences and perspectives of our employees are a key aspect of our current and future success. This is built on acknowledging effort and talent as well as celebrating success. The goal is to provide a safe and respectful work environment that is free from discrimination and is characterized by openness, diversity, and equal opportunity. The recruitment process offers equal opportunity to all who apply with the aim of having a workforce that reflects the communities in which we operate. All employees are treated with respect, integrity and dignity while promoting diversity and inclusivity. Refer to our *Diversity Targets and Objectives* and *Recruitment Channels* Sections for more details.

We host approximately twenty mine site visits annually for members of our local communities, First Nations, governmental agencies and investors.

Relationships with Indigenous Peoples

Wesdome strives to continuously to develop strong, mutually beneficial relationships with the First Nation communities near our mine sites through ongoing open engagement. In support of this, Wesdome had three agreements with local First Nations and Métis communities in 2019. The Company also provides job opportunities and maintains business relationships with local First Nations groups, including a security service contract.

At Kiena, two First Nations communities have been identified as stakeholders and efforts are ongoing to ensure regular engagement with the stakeholder First Nations groups. In addition, the Company is a proud sponsor of traditional annual gatherings held by our First Nations neighbours.

Investing in our Communities

Giving back to all our local communities and ensuring Wesdome is a good neighbour is very important to us. We recognize the importance of establishing strong and open relationships with our nearby communities, either directly or indirectly impacted with our mine sites, which are based on two-way communications throughout the entire mining cycle. It is important that these relationships continue until the last phase, the closure plan, as the end use of the land should be beneficial for all stakeholders.





Giving back to all our neighbouring communities also must consider the importance of work/life balance. In 2019, more than 50% of the workplace lived within the nearby communities. The work schedules and rotations offered at our mine sites demonstrate the support and encouragement of an optimized work/life balance.

We invest in social programs in line with the priorities identified by our local communities. These programs focus on local enterprise development, community programs and health care. In 2019, Wesdome invested \$80,000 to local schools, charities, hospitals and sports teams.

Our 2019 contributions included:

- \$10,000 to the Wawa (Ontario) Health Centre, for a total of \$25,000 over the last three years
- \$6,500 to the Dubuisson School for facility improvements
- \$2,700 to Centraide Abitibi
- \$1,000 to CEGEG Abitibi foundation
- The Company also supports the local mining associations (CIM) in our respective operating regions and numerous local sporting events.

Supply Chain and Local Procurement

We prioritize local procurement at all of our mine site. This includes mining equipment and supplies, mining contractor services, professional engineering services and general site maintenance.

In 2019, our total procurement expenditure was \$119M, broken down as follows:

- Local Suppliers (\$27.4M) (23%)
- National Suppliers (\$72.7) (61%)
- International Suppliers (\$18.9) (16%)

We intend to maintain, and wherever possible, increase our procurement expenditure from local suppliers in 2020.

WORKPLACE OF CHOICE

Employment

Wesdome strives to be the workplace of choice by providing a safe and respectful work environment based on fairness and integrity. To achieve this across the organization we:

- Enforce an effective drug and alcohol program based on safety and rehabilitation
- Communicate a confidential process to voice and escalate discriminatory issues
- Provide compensation based on measured performance and fair market value
- Maintain the confidentiality of collected personal and private employee information
- Encourage employees to evolve and grow with our evolving company culture
- Value diversity by providing equal opportunities to all employees
- Annually review total rewards program (including benefits, RRSP, bonus, long-term incentive etc.)



2019 Employment Highlights



Overview

In 2019, our overall workforce has gradually increased 11% in 2019 and our operations provided employment for 302 employees and 257 contractors. Our goal is to prioritize local employment and maximize training opportunities to ensure local communities' benefit from our operations.

2019 Employee by Location	Local Headcount	Employee Headcount	Local Headcount (%)
Toronto, Ontario	12	280	51%
Wawa, ON (Eagle River Mine)	127		
White River, ON (Eagle River Mine)	3		
Val-d'Or, QUE (Kiena Mine)	21	22	95%
Total	163	302	54%

Corporate Head Office

Our Corporate head office is located in Toronto, Ontario and hosts 12 employees who provide operational and financial oversight, human resources and governance and legal support across the organizations in both Ontario and Quebec.

Mine Site Headcount

Eagle River Complex

In 2019, our focus at the Eagle River Complex was continued improvement across all areas of employment at our mine site. The total headcount for 2019 was 264 employees and 154 contractors. This compares to a total headcount for 2018 of 244 employees and 135 contractors.

Overall, there has been a deeper focus on organizational design to ensure the right people are performing the right work in order to enhance the workplace of choice experience. More specifically, in the period of September 2017 to December 31st, 2019, changes were made to the General Mine Manager role as well as several senior team members reporting into this role. A management shift took place to ensure improved leadership could drive increased operational objectives. Two strategic goals were also achieved with this revised team, that being 1) attracting strong candidates and 2) retaining key talent. As the year closed for 2019, there was renewed confidence that the Eagle River Complex has a flourishing senior management team and several roles across that organization structure are more positively realigned.

Kiena Complex

Wesdome has been working towards restarting operations in Val-d'or (Quebec). The total headcount for 2019 was 25 employees and 102 contractors. The main goal of this workplace is to be fully operational in the next 12-18 months as per December 31st, 2019. This will create exciting experiences for the employees as they work together to build a core team that will grow as the Kiena Complex moves through the stages of production.

In 2018, there were 11 employees including administration, hoist men, core cutters and one senior manager. In 2019, the workforce increased 91% to 25 employees. The growth of the team continues to align according to the increase in mining activities.



Diversity Targets and Objectives

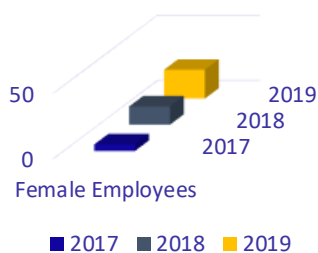
Wesdome operates with a premise that healthy diversity and a comfortable culture for everyone fuels higher performance and longer-term success. We believe in promoting a work environment where diversity of thought is valued, and strive to ensure wide-ranging ideas from all backgrounds, communities and employees contribute to discussions and decisions. If done well, this raises the bar on talent output and the employee experience. The Company does not discriminate in areas that include (but are not solely limited to) gender, gender identity, age, sexual orientation, religion, ethical value system, race, social class or ethnicity.

Employment Category	Male	Female	Total	Total % of all Employees
Executive	5	3	8	2.7%
Corporate Employees	2	3	5	1.7%
General Manager	1	0	1	0.3%
Senior Site Management	10	4	14	4.6%
Site Employees (All)	262	12	274	90.7%
Total Headcount	280	22	302	100%

We have worked hard to create a safe workplace for every Wesdome employee and contractor with an emphasis on our Workplace Violence, Harassment and Discrimination Prevention Policy. Wesdome does not and will not tolerate any form of bullying, intimidation or harassment. Our goal is to foster a diverse and inclusive workplace for people of all backgrounds, to ensure Wesdome reflects the communities where we operate. In 2019, 54% of the workplace lived within the nearby communities.

To this end, we are working on the design and implementation of a Diversity and Inclusion Policy that will outline our principles to promote diversity and inclusion across all aspects of our business. Our goal is to continue to identify systemic barriers and work to mitigate these for all groups. For 2019, Wesdome's expectations were clearly communicated verbally through memos and meetings.

Gender Diversity Three Year Trend



Wesdome continues to remain diverse in its recruitment practices and strongly believes that diversity and inclusion within our workforce strengthens our success as a diversity of viewpoints, experiences, and backgrounds provides different approaches to the day-to-day decision-making process as well as promotes better responsible mining milestones and financial security. In addition to our local employment strategies, we promote and implement targeted programming at our Corporate Head Office and mine sites to include underrepresented groups in the mining industry such as women and Indigenous Peoples.

Wesdome is proud of the progress made in increasing the representation of women in the workforce. We have made it a priority to ensure our female employees can integrate comfortably and excel in their roles. This spans across varying locations including the mine camp at the Eagle River Complex, all the way to the corporate boardroom in Toronto.

Employee by Gender	Male	Female	Total	Female Employees (%)
2017	186	5	191	2.6%
2018	239	14	253	5.5%
2019	280	22	302	7.3%

Wesdome has increased the hiring of women into all levels of the organization and a three-year trend indicates an increase of female employees of more than four times, going from 2.6% in 2017 to 7.3% in 2019 and we continue to work towards increasing the number of women in our workforce.

Wesdome believes that having a healthy mix of diverse perspectives is an important part of our success. Having diverse perspectives on the Wesdome team ensures that our differences benefit our business, sparks creativity and innovation, and helps Wesdome become more agile in responding to challenges and changes. Some of the key benefits of increasing our female population include creating a wider talent pool, gaining different perspectives, enhancing collaboration and communication, improving staff retention, elevating our reputation and recruitment, and ensuring a better reflection of our stakeholders broadly.

Furthermore, our recruitment efforts have led us toward First Nations communities and their local career centres. At the end of 2019, a total of 25 First Nations voluntarily disclosed their employment at Wesdome. We look forward to welcoming more of this local community into our workforce. Our goal is to include Indigenous Peoples at all our mine sites.

Employment & Turnover Rates

Wesdome did considerable hiring in 2019 with a focus on attracting talent using varying recruitment channels including our corporate website (www.wesdome.com), local job boards, employee referrals, management networking, local career fairs and recruitment agencies. These methods are being utilized to advance our hiring progress. As a result of these efforts, there was a total of 92 hires (full-time status) in 2019. This total does not reflect our additional hires with temporary and student status.

2019 Hiring by Location	Full-time Status
Corporate Head Office	1
Eagle River Complex	74
Kiena Complex	17
Total	92

Ensuring Wesdome's new talent can integrate with the many legacy employees (see tenure over 10 years) is an ongoing challenge that contributes to our diverse Wesdome culture. This evolving people dynamic is the foundation for consistent change and influences our focus on building stronger internal teams.

Through 2019, Wesdome's operations reduced its reliance on our longer tenured employees. With the previously mentioned organizational changes, hiring for new talent was a key focus in several roles across management as well as hourly and salary staff. Some scarce skills remain a challenge to hire including certain trades (electrical, mechanics and mill wrights) and engineering. However, this has been deemed a province-wide issue and many of our mining peers collaborate on the subject. The current solution to hire contractors will supplement the scarce skills gap in the months ahead, as we search for talent in the marketplace.

A priority for 2020 is to elaborate on a more robust succession planning framework across Wesdome. The Executive team and the Board have identified succession plans for the Chair of the Board, the CEO and the CFO.

The recent retirement of the Company's CFO saw the succession of the Company's VP Financial Systems and Cost Control move into the CFO role effective March 31, 2020. Deeper succession planning for the Executive team and key management roles will be our focus in 2020 and 2021.

Employee by Age	2018		2019	
	Ontario	Quebec	Ontario	Quebec
Age less than 30	44	2	54	6
Age between 30 - 50	78	6	94	12
Age 50 or greater	120	3	132	4
Tenure under 5 years	99	11	137	22
Tenure 5-10 years	82	0	82	0
Tenure over 10 years	61	0	53	0

The annual turnover rate is 17% and includes both voluntary and involuntary departures across Wesdome at all locations. The recent involuntary turnover rate was anticipated, and aligned with our changing leadership strategy and organizational redesign for 2019.

According to readily available information pertaining to a study carried out in 2017 – 2018 by Canadian HR Reporter and LinkedIn, Canada’s overall annual turnover rate is approximately 16% of all professional sectors. With respect to the oil, energy and mining sectors, the average annual turnover rate is approximately 13%. Although we are relatively close to these figures, we are aiming to improve our situation through strategic means via updated workforce compensation and benefits as well as continued/improved employee health and well-being programs since we strongly believe that these packages will offer additional benefits to our employees instead of just an annual salary.

To reduce voluntary departures in 2020, Wesdome remains focused strategically on retention by ensuring that our employees want to work at Wesdome. This includes keeping a competitive total rewards program for all Wesdome employees, ensuring that our mine sites are safe places to be and the continual improvement of living and recreational facilities on our operations. This also includes a focus on measuring performance and allowing for opportunities to move around in different roles.

Turnover by Location	Voluntary	Involuntary	Retirement	Total Annually (%)
Corporate Head Office	1	1	0	1%
Eagle River Complex	31	11	2	15%
Kiena Complex	3	3	0	2%
Total	35	15	2	17%

Note: The Total Annual % reflects 2019 involuntary/voluntary terminations and retirements.

Collective Bargaining

Wesdome employees and managers build direct relationships that are based on policy, compensation, communication, role opportunities, respect and trust. All of our employees have the right to collective representation and are free to join a union. In 2019, no collective bargaining agreements were in place at any of our Wesdome mine sites.

Training and Development

Wesdome understands the importance of employing and attracting a qualified workforce. In 2019, we continued our commitment to provide training and development opportunities to support our people to achieve their full potential.

In alignment with our strategic vision, Wesdome denotes that well-trained employees are stronger contributors to a safer workplace, drive higher efficiencies and create greater production. These goals are achieved with our focus towards ongoing training and education.





General organizational training for 2019, includes topics such as:

- Respect in the Workplace
- *Accessibility for Ontarians with Disabilities Act*
- Workplace Violence, Harassment and Discrimination
- Drug & Alcohol Training
- Systems Applications and Products in Data Processing

In addition, Wesdome management training is being developed for 2020 with an emphasis on enhancing skills in leadership, delivering complex feedback, negotiating, using positive influence to motivate talent and time

management. At both our mine sites, we delivered a wide range of on-the-job and technical training throughout the year, including ongoing health and safety training. Contractors who joined our employees on-site are qualified to do so by receiving training directly from their employers.

In-House Mine Site Training

Eagle River Complex

As of December 31st, 2019, the total hours worked during the year were 501,178 hours and the average in-house training hours per employee corresponded to approximately 29.8 hours with a total investment of \$67,628 made by Wesdome, however the amount allocated to training does not reflect the total hours of training provided. Furthermore, a total of 6,137 hours of training was provided in mine rescue training for Wesdome employees during the same time period. There were 34 mine rescue team members and 20 other potential members from the mill, mine and kitchen personnel that are going through the process of joining our mine rescue team.

Kiena Complex

As of December 31st, 2019, the total hours worked during the year were 40,791 hours and the average in-house training hours per employee corresponded to approximately 30.5 hours with a total investment of \$53,660 made by Wesdome, however the amount allocated to training does not reflect the total hours of training provided. The training that was provided to staff employees, represented 63% of our total Kiena headcount. Furthermore, a total of 581 hours of training was provided in mine rescue training for both Wesdome employees and contractors. A total budget of \$58,484 was spent in training for the contractors in which 63% was allocated in mine rescue training.

Training Benchmark

In accordance with a recent study carried out in 2016 – 2017 by the Conference Board of Canada, an average training hours per employee corresponded to approximately 32.0 hours. Although we are slightly below normal industry standards, we intend to increase our numbers as training is fundamental in keeping up with changing technologies and professional development uptake.

Performance Evaluations

Since 2017, there has been a strong focus on performance measurement for Wesdome staff. If measuring workforce performance is done well, it can create more efficiencies, improve communication, enhance processes and encourage stronger management. By year end 2017, annual performance reviews were designed, mandated and conducted throughout the Company for every full-time employee (staff and hourly). This exercise is conducted annually for all the employees.

In 2019, Wesdome provided a performance review in respect of the 2018 calendar year to all full-time employees with a completion rate of 100%. Through human resources training with our management teams, an improved awareness around measuring performance has propelled a new mentality around these programs.

Completion Rate	Performance Review History		
	2017	2018	2019
Company-wide	50%	93%	100%

The program consists of a self-evaluation which is completed by each employee, followed by performance appraisals conducted by managers who review with the individual their objectives for the upcoming year. Performance reviews are scheduled (in person) for all employees with their managers. At these meetings, employee performance is given a rating for the previous calendar year along with compensation changes and mutually agreed upon objectives for the upcoming calendar year. The ratings are broken down by a 4-point scale:

- Exceeds Expectations
- Meets Expectations
- Below Expectations
- Does Not Meet Expectations

Each objective is scored out of 4 based on this scale and a final performance rating is determined. Our key organizational goal is to have 80% of the workforce fall into the Meets Expectation category for company, team and personal objectives. We do not use a quota system for the overall ratings.

In addition to this process, members of the Executive management team are graded using a corporate scorecard that encompasses both a personal and corporate component, as set out in the table below. The scorecard is used to calculate the annual bonus amounts based on metrics set by the Board of Directors in the previous year.

2019 Corporate Metrics		
Corporate Measures	Weighting	Targets
Health & Safety (Total Medical Frequency) at all mine sites (employees and contractors)	10%	10% improvement compared to total medical frequency from the previous year (2018)
Production (ounces Au)	17.5%	2019 gold production needs to be on target as per budget
Reserves (Eagle River Complex only)	10%	Increase our reserves by 10% based on the statement from the previous year (2018)
Resources Addition (Eagle River Complex only)	5%	Increase our reserves by 10% based on the statement from the previous year (2018)
All-In Sustaining Costs (CAN\$)	17.5%	2019 all-in sustaining costs on target as per budget
Strategic Initiatives	15%	Achieve strategic initiatives determined by Board
Environmental, Social and Permitting	10% Environment (5%) Social (2.5%) Permitting (2.5%)	10% improvement compared to the previous year's achievement (2018) <ul style="list-style-type: none"> • Environment – reduce spills (reportable and non-reportable) • Social – sustainability and roadmap produced • Permitting – achieved or not achieved
Relative Shareholder Return	15%	This goal is based on S&P Global Gold Index performance comparison

The CEO met with each executive in 2019 to review the performance appraisals, the above scorecard results and the upcoming year's objectives. These conversations support the overall corporate strategy to ensure that each mandate is linked to the appropriate executive, in order to ensure execution and accountability.

Workforce Health & Safety

Wesdome is striving for a zero-incident work environment with a safety culture based on teamwork and leadership. The health and safety of our employees is of paramount importance at our operations. We are committed to ensuring that our mines are safe, and that our work environment provides, promotes, and rewards a culture of safe practices and standards. We closely monitor the effectiveness of the best practices that we currently have in place and carry out training and awareness programs at all of our operations on a regular basis. Wesdome has implemented important health and safety programs and activities, including systems and policies, training for all employees, special training for emergency response teams, performance measurement, risk assessment processes, recognition programs for safety achievement, and a steady flow of information that keeps people focused on continuous safety improvement. Furthermore, Wesdome actively seeks feedback on improvements to daily work routines and standards from the involved persons (from mine, mill, maintenance, technical, administration, supervisors and management).

All injuries and occupational illnesses are preventable, and there is no job worth doing in an unsafe way. A healthy workforce/work environment is critical for the achievement of Wesdome's safety vision. We seek to identify and manage the risks arising from physical, chemical, and other workplace hazards by anticipating, identifying, evaluating, and controlling these potential health hazards and exposures. To accomplish this, our operations carry out specific occupational health activities and programs, depending on the exposure at each operation.

Wesdome's safety programs are designed with the ultimate goal to prevent all safety incidents. However, in the event of unplanned incidents, we maintain a high degree of emergency preparedness with appropriate plans, resources, and training to minimize the impact on employees, operations and the community should an emergency occur.

Health & Safety Commitment

Every Wesdome Representative is accountable for the embodiment and preservation of a safety culture in our organization, and this is detailed in the Company's Health and Safety Policy described below and available on our website at www.wesdome.com.

The Company strives to ensure and maintain a safe and healthy working environment for all Wesdome Representatives, and the continuous improvement of the Company's health and safety practices is the responsibility of everyone.

Wesdome Representatives are expected to take reasonable care of their health and safety, and that of others who may be affected by their work activities. Each individual is responsible for managing the adverse effects of stress and fatigue, and to arrive for work each day able to perform all of their assigned duties in a safe and sound manner.

In pursuit of our commitment to safeguarding the health and safety of our people and with the understanding that ensuring high standards of health and safety is fundamental to the successful operation of our business, the Company has committed to:

Be prepared

- We will maintain and practise robust emergency preparedness procedures

Be compliant

- We will meet or exceed all applicable legal and regulatory requirements in the jurisdictions in which we operate

Take good care

- We will ensure that systems are implemented to prevent harm to our people, processes and property

Prioritize

- We will devote time and resources to enable our people to work safely and competently, including the provision of necessary safety equipment, ongoing training, and appropriate supervision

Listen

- We will promote the participation of everyone towards the ongoing improvement of health and safety in our workplace, and empower our people with the authority to jointly take remedial action to maintain and continuously improve their working environment

Foster a safety culture

- We will embody and preserve a culture of safety, and we will recognize and reward exceptional behaviour with respect to health and safety

Occupational Health & Safety Management System

Wesdome has implemented an Occupational Health & Safety Management System (“OHSMS”) for all personnel on its mine sites including both Company employees and contractors. The OHSMS includes the following:

- Commitment Providing a Safe and Healthy Work Environment
- Internal Responsibility System
- Joint Occupational Health & Safety Committee
- Work Site Inspection and Risk Analysis
- Accident and Incident investigations

Given the Company’s multi-jurisdictional status with operations in Ontario and Québec, the applicable laws and regulations vary depending on the jurisdiction.

In Ontario, the OHSMS complies with, among other things, the *Occupational Health & Safety Act*, which includes *Regulation 854 for Mines and Mining Plants* while in Quebec, the OHSMS complies with, among other things, the *Regulation respecting occupational health and safety in mines* under the *Act respecting occupational health and safety*. Wesdome complies with all provincial regulations and strives to exceed regulatory requirements in order to align with the Company’s core value of safety being more precious than gold. The Company also works to continually update and improve the OHSMS.

Safety leadership is a core value. The Company applies the OHSMS through its Health, Safety & Training Department at both the Eagle River Complex and the Kiena Complex. The Company strives to continually improve our safety management system on an ongoing basis through investigations, risk analysis, monitoring changes in regulations, undergoing ministerial inspections and applying best practices in the mining industry.

The Company is committed to taking all reasonable precautions to prevent accidents or incidents which might put the health, safety or well-being of the employees on our mine sites at risk. To do so, Wesdome has tools and processes in place to identify work-related hazards and assess risks. Some of the Company’s key processes and programs and described below.

Mine Site Induction

Every new hire, whether a Company employee or a contractor, must complete a mine site induction prior to commencing work at either of the Wesdome’s mine sites. The mine site induction program includes, among other things:

- General Safety Rules
- Personal Protective Equipment Requirements
- Emergency Response Procedures
- Drug and Alcohol Policy Training

In 2019, more than 650 mine site inductions were carried out at both the Eagle River Complex (559) and Kiena Complex (110) mine sites. The induction process is mandatory for all new employees and contractors.

The 5-Point Safety System

The Company utilizes the Neil George Safety System (or the 5-Point Safety System), which is an occupational health & safety program used in the mining industry both throughout Canada and internationally and recognized as an industry best practice. The program is made up of the following five components:



The above concepts of the 5-Point Safety System are incorporated on the safety card of each employee which is completed by both the employee and his supervisor through his or her working shift. A safety card is a tool to remind the employees of the dangers and risks that may arise at any given time. Points one through three are completed by the employee and verified by the supervisor upon arrival to the workplace. The fourth step is a safety discussion between the employee and the supervisor, and the fifth step is a verification by the employee that he or she has the correct training, experience and motivation to continue working safely.

Non-Routine Job Task Analysis

Non-routine job task analysis is used when a non-routine work is performed. It consists to group all the employees involved and the supervision and to describe, one by one, all the tasks to be performed. The group will have to list all the personal protective equipment, tools and materials they will need to perform the work safely. At the end of the process, all the people involved must sign off on the non-routine job task analysis form, prior to begin the work.

Risk Analysis

Risk analysis is continually used at the operations to evaluate the possible risks encountered in a specific task. The exercise is also used to validate the procedures we have in place. The key aspect of the risk analysis is the rating of the potential risks for a job to perform and the action taken to reduce the risk to an acceptable level.

Investigation Report

Accident and Incident Investigation reports are filled when there is an incident or a near miss. The supervisor is responsible for initiating the process by filling the front page which describes who, when and what happens. The accident or incident is then rated with a joint and safety committee member (employee representative) to decide if a full investigation is required. All accidents resulting from an injury and all high potential near miss are investigated at Wesdome. The investigation determines the root causes and make recommendations to prevent similar accident from reoccurring. Recommendations are followed and communicated to the workforce.

Right To Stop Work

Every employee has the right to stop working if he believes the work could endanger him or herself or others. The employee must take appropriate action to rectify the situation and must inform his or her supervisor of the situation. The supervisor must ensure the appropriate corrections are applied without any consequences to the employee who has raised the concern. Wesdome empowers employees to take appropriate actions at any given time with the support of their supervisor.

Mine Rescue

Wesdome's mine rescue team consists of 34 members, with 20 members in training. Mine rescue members receive ongoing training to maintain and improve their skills and knowledge of mine rescue techniques and procedures.

In May 2019, Wesdome hosted the Algoma District's Mine Rescue Competition at the Machicotes Memorial Community Centre in Wawa, Ontario. Three teams competed, Wesdome, Hemlo mine (Barrick Gold) and Island Gold mine (Alamos Gold). The competition was divided in four specific parts and each team was scored based on their performance (written components, technical skills, simulated underground rescue and general skills).



Employee Health & Wellbeing Programs

In conjunction with the Company's OHSMS, Wesdome's Occupational Health Services ("OHS") is led by the Health, Safety & Training Department at our mine sites and is supported as necessary by Human Resources personnel. The Health, Safety & Training Department is responsible for implementing the OHS, which is composed of safety professionals, nurses, a doctor (on a contract basis) and accredited trainers.

Eagle River Complex

At the Eagle River Complex, on-site registered nurses are available to provide immediate medical assistance and confidential health consultation services 24 hours per day, seven days a week.

In 2019, construction of a new dry was completed providing miners with a cleaner and safer space to prepare for work shifts.



At the Eagle River Complex in 2019, flu shots were made available to employees, and even greater focus was made on providing healthy meal options at the camp kitchen.

In addition, the fitness centre at the Cameron Lake camp was revitalized and improved with the addition of new equipment for the use of all employees.



Kiena Complex

At the Kiena Complex, an on-call nurse is also available 24 hours per day, seven days a week. All the services offered by the nurses and the Human Resources personnel are confidential and respect the privacy of the employee.

Workforce Compensation & Benefits

In support of the Company's goal of being the workplace of choice, there is an annual mandate to review compensation, benefits, registered retirement savings plan, bonus, and long-term incentives, and to upgrade these programs where applicable.

To maintain equality, market data is compiled in an industry peer group format that is reviewed annually by our management and board of directors. In addition, merit-based increases are given annually when looking at employee performance with equal opportunity for promotion.

Every full-time employee of the Company is entitled to participate in the Company's health care benefits plan which covers all or partial costs for expenses such as dental and optical care, physiotherapy, massage therapy, and prescription medication.

The Company also provides an Employee Assistance Program ("EAP") which is offered confidentially and free of charge for all full-time employees and their immediate family members, 24 hours a day, 7 days a week. The EAP includes:

<p><i>Counselling</i></p> <ul style="list-style-type: none">• Face to Face• Telephonic• Video• Online (email or chat)	<p><i>Online Resources</i></p> <ul style="list-style-type: none">• Online Courses• Child and Eldercare Locators• Health Risk Assessment
<p><i>Life Smart Coaching</i></p> <ul style="list-style-type: none">• Telephonic needs assessment by a specialist in the field• Goal setting• Customized resources provided• Coaching provided• Follow up available	<p><i>Coaching Available For</i></p> <ul style="list-style-type: none">• Life Balance Solutions• Health Smart Coaching• Career Smart Coaching

In 2019, a review of health benefits provided to employees was undertaken and changes and improvements were implemented in response to employee feedback. The table below provides a breakdown of the health benefits currently available.

Benefits	Breakdown
Extended Health	Prescription drugs, in-province hospital, out of province coverage and paramedical services
Dental	Preventative, basic, periodontics and major (up to a maximum of \$2,000 per person per benefit year)
Vision	One eye exam every two years \$300 annually (every 2 years) for prescription glasses \$300 annually (every 2 years) for prescription safety glasses
Health Care Spending Account	Up to \$300 to be used each year in areas of the plan
Long-Term Disability	70% of your basic monthly earnings to a max of \$6,000 (119 days elimination period) and ends at 65 years of age.
Basic Life and Accidental Death and Dismemberment	1x annual earnings to a max of \$300,000
Registered Retirement Savings Plan	Voluntary and eligible after 3 months of service Employees contribute up to 3% of earnings, Wesdome matches that equivalent up to 3% (100%)

Employee Participation, Consultation & Communication on Occupational Health & Safety

The Company believes that open, transparent communication and two-way dialogue with the workforce is imperative to the optimization of the Company's health and safety practices. All employees at our mine sites are encouraged and expected to actively participate in the continual improvement of workplace safety on an ongoing basis. All employees are encouraged to communicate any concerns, suggestions or observations with the health and safety representative in their respective crew.

Joint Health & Safety Committee Meetings

The Joint Health & Safety Committee ("JHSC") is composed of employee representatives elected by the workforce as well as certain members of senior management. JHSC meetings are held on a monthly basis with the goal being to improve health and safety programs and practices at the mine sites. At the Eagle River Complex, there are two committee meetings held each month, with one focused on activities and issues at the mill, and one focused on activities and issues at the mine. The JHSC is an advisory body that helps to stimulate or raise awareness of health and safety issues in the workplace and plays a vital role in the identification of workplace risks and aids in the development of recommendations for the employer to address these risks.

Accident Investigation Recommendation Program

This program allows the Company to continually improve its procedures and policies on site and the Health & Safety Management System. The individual(s) involved in accident investigations, along with a member of the JHSC, are always present during any accident investigation.

Safety Too Box Meetings

These meetings are held at the beginning of every shift. At these meetings, a safety topic is discussed with work crews. During the line-up meeting, every employee is provided an opportunity to ask for clarification or to bring safety issues forward for discussion if they have any.

Monthly Safety Meetings

The meetings are held with all employees. These meetings facilitate the sharing of information with respect to any changes to specific workplaces, the communication of events that occurred when employees were off-site, provide a forum for the review and discussion of changes in site-specific policies, and provide a way to inform the workforce of the outcomes of any accident investigation recommendations. Accident investigation recommendations are communicated to the workforce without naming the people involved.



Prevention and Mitigation of Occupational Health & Safety Impacts Directly Linked to Business Relationships

The Company takes all reasonable precautions to prevent injuries to personnel working at its mine sites. In pursuit of this goal, the Company ensures that all contractors comply with the Company site-specific health and safety programs, policies and processes and/or ensures its contractors have their own safety program in place which are equal to or better than the Company's own programs. In some cases, the Company will ask permanent safety staff to be in place.

Safety Performance

In 2019, Wesdome continued our focus on health and safety leadership programs to strengthen and enhance the safety culture across all levels of the business. Our all-incident rate was 4.0, which reflected a significant improvement over the previous year (5.2). There were no fatalities in 2019, resulting in a fatality rate of 0.0.

Wesdome records all work-related injuries and near miss incidents (reported incidents or near misses) involving all employees, whether employees or contractors, at all mine sites, on an ongoing basis. In order to standardize the reporting of work-related injury statistics, the Company has adopted the Workplace Safety Insurance Board (WSIB) standard for reporting at both of its mine sites. The frequency rate calculation is based on 200,000 hours per year which is equivalent to 100 men working 2,000 hours, allowing for one day of non-work for medical treatment.



Every work-related injury is investigated by the Health, Safety & Training Department with the participation of a JHSC member representing the workforce. Efforts are made to determine the root cause of all incidents and to make recommendations for the prevention of similar incidents. Recommendations are communicated to the workforce and integrated into site health and safety policies, as appropriate.

Near miss incidents are reported and investigated depending on the gravity of the incident. Each incident is evaluated and rated to determine if a full investigation is required.

There were no fatalities or recordable work-related ill health brought to the attention of the Company during 2019. The Company's air monitoring and sampling program measures the silica level and total carbon level in the air, with lead levels measured at our sampling laboratory in Wawa.

Review and analysis of the injury data identified the most common injury during 2019 was back injuries, which account for 44% of total injuries reported. Upon conclusion of our injury risk assessment process, it was identified that difficult winter conditions were the primary cause of the back injuries. Several remediation actions were taken to reduce the number of slip and fall incidents on the surface, including improved snow management, higher usage of sand and salt, better signage and use of foot spikes (grips).

Safety Performance Summary – Company Wide

Safety Performance Indicator	2017	2018	2019
Lost time injury (LTI)	2	2	2
Lost time injury rate (LTIR)	0.5	0.5	0.4
Total recordable injuries (involving medical treatment, restricted work or lost time)	43	23	21
Total recordable injury frequency rate (TRIFR)	10.2	5.2	4.0
Fatalities	1	0	0

Employees – Breakdown of Work-Related Injuries

Eagle River Complex

In 2019, there were zero employee fatalities and zero high-consequence work-related injuries, resulting in a frequency rate of zero.

Employees	2017	2018	2019
Fatalities	0	0	0
High-Consequence Work-Related Injuries	0	2	0
Total fatality and high-consequence injury frequency rate	0	0.9	0.0

Employees	2017	2018	2019
Lost time injuries	1	2	0
Medical aid injuries	16	8	10
Total recordable injury frequency rate (TRIFR)	7.1	4.5	4.0

There were ten recordable employee work-related injuries in 2019, compared to ten in 2018. The recordable injuries in 2019 were all medical aids; there was no lost time related to those injuries. In 2018, there were 2 lost time injuries. The frequency rate for 2018 was estimated at 4.5 and in 2019 it was estimated at 4.0.

Wesdome strives to continually improve the safety performance. Health and safety metrics are included in the Company's corporate scorecard and integrated into the performance management program. In 2020, the Company's TMIF goal is 3.6 or lower.

Kiena Complex

In 2019, there were no fatalities and no high-consequence work-related injuries, resulting in a frequency rate of zero. There were no recordable work-related injuries at the Kiena Mine Complex in 2019.

Employees – Near Miss Incidents

Eagle River Complex

There were twenty-three near miss incidents attributed to employees in 2019. A near miss is a work-related incident where no injury or ill health occurs, but which had the potential to cause either or both of these outcomes. Twelve of the near miss incidents reported could have potentially resulted in a recordable work-related injury, and eleven of the near miss incidents reported caused material damages only. Of the near miss incidents, 30% were on the surface while 25% were underground and 25% occurred at the mill, with 50% of the injuries were related to a fall causing back injuries.

Eleven near miss incidents resulted in immaterial equipment damages only, with seven occurring on the surface and four underground. Most of the events on the surface occurred on the road access between the Eagle Mill and the Mine. A road safety blitz took place during the year to better focus on road issues.

The road safety blitz consists of more road maintenance as required (snow plowing and sand), reducing speed, reducing traffic on the access road as well as an escort to better control traffic.

The recordable work-related injuries for 2018 and 2019 are sorted by department, by the body part involved and by the type (mechanism) of injury.

Kiena Complex

During 2019, there were five near miss incidents attributed to employees resulting in minor damages to certain mine infrastructure. The cost of the damage resulting from near miss incidents was not significant and considered immaterial.

Contractors – Breakdown of Work-Related Injuries

Eagle River Complex

In 2019, there were zero contractor fatalities and one high-consequence work-related injuries, resulting in a frequency rate of 0.6.

Contractors	2017	2018	2019
Fatalities	0	0	0
High-Consequence Work-Related Injuries	0	0	1
Total fatality and high-consequence injury frequency rate	0.0	0.0	0.6

Contractors	2017	2018	2019
Lost time injuries	0	0	1
Medical aid injuries	17	9	7
Total recordable injury frequency rate (TRIFR)	9.7	8.5	4.6

There were eight recordable contractor work-related injuries in 2019, and nine recordable work-related injuries in 2018. There was one lost time injury and seven medical aids. The frequency rate was estimated at 4.6 in 2019 compared to 8.5 in 2018. Five work-related injuries occurred underground, with two occurring at the mill and one on surface. Back injuries related to falls were the most evident type and mechanism of injury.

Kiena Complex

In 2019, there were zero contractor fatalities and no high-consequence work-related injuries. There were three recordable work-related injuries in 2019 including one lost time injury, and 4 recordable work-related injuries in 2018. The frequency rate was estimated at 3.7 in 2019.

Contractors	2017	2018	2019
Fatalities	1	0	0
High-Consequence Work-Related Injuries	0	0	0
Total fatality and high-consequence injury frequency rate	1.6	0.0	0.0

Contractors	2017	2018	2019
Lost time injuries	1	0	1
Medical aid injuries	8	4	2
Total recordable injury frequency rate (TRIFR)	14.7	4.1	3.7

Contractors – Near Miss Incidents

Eagle River Complex

There were seventeen near miss incidents attributed to contractors in 2019. Eight could have potentially resulted in a recordable work-related injury, with nine causing equipment damage only. Of the near miss incidents, 63% occurred underground, with the most common body part involved being fingers.

The recordable high-consequence and the work-related injuries are sorted by department, by the body part involved and by the type (mechanism) of injuries.

Kiena Complex

There were thirty-one near miss incidents attributed to the contractors in 2019. Fourteen could have potentially resulted in a recordable work-related injury. Seventeen of them caused material damage only. Of the near miss incidents, 93% happened underground, with the most common body part involved being fingers, feet and/or back. Seventeen near miss incidents involved immaterial equipment damage only, with five occurring on the surface and twelve underground.

The recordable work-related injuries are sorted by department, by the body part involved and by the type (mechanism) of injury.

FINANCIAL SUSTAINABILITY AND PROFITABILITY

In 2019, we maintained robust financial results with a record revenue and consistent profitability, leaving us well positioned to invest in our future and expand our operations.

Financial Summary			
Canadian Dollars / Year	2017 (in 000s)	2018 (in 000s)	2019 (in 000s)
Revenue	96,057	116,042	163,974
EBITDA	23,129	43,266	80,722
Net Profit	1,287	14,858	40,945

Financial Summary

Eagle River Complex - Production and Cost Results Summary			
Canadian Dollars / Year	2017	2018	2019
Gold Produced (ounces)	58,980	71,625	91,688
Gold Sales (ounces)	57,770	70,480	88,423
Cash Costs (CAD\$/ounce)	\$1,097	\$905	\$825
All-in Sustaining Costs (CAD\$/ounce)	\$1,490	\$1,276	\$1,293

Note: The Kiena Mine Complex is currently on care and maintenance.

Payments

Wesdome facilitates payment as per the terms agreed to for each respective transaction. Generally, the Company pays on a net 30-45 days basis.

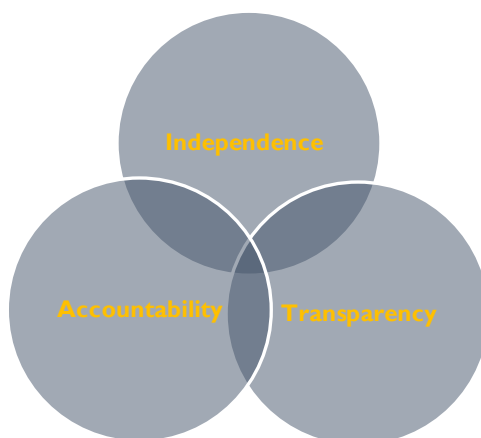
Fines and Penalties

To the knowledge of the Company, as at December 31, 2019, Wesdome was not subject to any fines or penalties related to business operations.

INVESTMENT OF CHOICE

Governance Highlights

Wesdome considers good corporate governance to be central to the effective and efficient operation of the Company. The Board of Directors (the Board) continually reviews its practices and monitors regulatory developments in Canada and aims to achieve higher standards of corporate governance through the implementation of new practices and meaningful improvements to existing practices. Through the Company's growth, its governance practices and policies have continued to evolve. The Board's governance structure has been developed around three fundamental principles of sound governance, being Independence, Accountability and Transparency.



Independence

Independent directors on the Board possess independence of mind – they think, speak and act independently. Fostering a majority independent board leads to an ethical and balanced approach to decision-making that is untainted by self-interest and gives equal concern to all stakeholders. Practices adopted by the Board in support of independence are noted below.

Accountability

Accountability is owed to all stakeholders. The Board of Wesdome has developed an effective accountability framework that ensures actions and decisions are subject to oversight and confirms that initiatives undertaken by management meet the stated objectives of the Company.

Transparency

Transparency is a necessary precondition for accountability. In the belief that transparency fosters trust and confidence, the Board of Wesdome is committed to sound reporting systems and robust disclosure on all aspects of our business, including our environmental, social and governance practices and performance.

The Board of Directors

The fundamental responsibility of the Board is to provide stewardship and governance over the management of the Company with the objective of enhancing the long-term value of the Company's assets and maximize share value. This is done in the context of the requirements under the Company's constating documents, applicable law and regulatory authorities' rules and regulations.

Director	Independent	Board Committee Membership	Joined
Charles Main	Yes	Audit Committee (<i>Chair</i>) Compensation Committee	June 2017
Duncan Middlemiss <i>President & CEO</i>	No	Not applicable	June 2016
Nadine Miller	Yes	Governance & Nominating Committee (<i>Chair</i>) Technical, Safety & Sustainability Committee Audit Committee	February 2016
Warwick Morley-Jepson <i>Chairman</i>	Yes	Audit Committee Technical, Safety & Sustainability Committee Compensation & Human Resources Committee	June 2017
Brian Skanderbeg	Yes	Technical, Safety & Sustainability Committee (<i>Chair</i>) Governance & Nominating Committee	May 2019
Bill Washington	Yes	Compensation & Human Resources Committee (<i>Chair</i>) Audit Committee Governance & Nominating Committee	June 2016

Biographies for each of our Board members along with our board mandate and committee charters are available on our website (www.wesdome.com).

Independent Oversight and Accountability

The Board facilitates the exercise of independent supervision over the Company's Management by ensuring representation on the Board by directors who are independent of Management. Directors are considered to be independent if they have no direct or indirect material relationship with the Company. A "material relationship" is a relationship which could, in the view of the Company's Board, be reasonably expected to interfere with the exercise of a director's independent judgment. The Chair of the Board is independent and is responsible for presiding over all meetings of the directors and Shareholders of the Company.

If a matter for the Board's consideration involves a non-independent director, that director is required to recuse him or herself from the meeting for the consideration of such matter so that the directors who are not so involved can have an open and candid discussion and vote.

The Board supervises the conduct and affairs of the Company directly and through its committees. The Board holds regularly scheduled meetings, with additional meetings to consider particular issues held as necessary. At the conclusion of most regularly scheduled meetings, the independent directors meet in the absence of Management in order to encourage and ensure that free and candid discussions can take place.

In addition, the Board has established an Audit Committee, Compensation & Human Resources Committee, Governance & Nominating Committee, and Technical, Safety & Sustainability Committee, each of which is comprised of independent directors.

In the event that the independent directors wish to convene a meeting among themselves, they may do so by making arrangements through the Corporate Secretary. In addition, all members of the Board regularly and independently confer among themselves and keep apprised of all operational and strategic aspects of the Company's business.

In 2019, the Board and its committees held a total of 27 meetings, compared to 25 in 2018.

Number of Meetings Held	2018	2019
Board	6	7
Audit Committee	4	5
Compensation & Human Resources Committee	7	5
Governance & Nominating Committee	4	5
Technical, Safety & Sustainability Committee	4	5
Total	25	27

Board Committees

The Board committees act pursuant to formal written charters which are reviewed and re-approved annually. The full text of these documents can be found on the Company's website (www.wesdome.com).

Audit Committee

The Audit Committee consists of four directors, each of whom is independent and financially literate as required by applicable securities legislation. Among other things, the Audit Committee is responsible for overseeing the Company's accounting and financial reporting processes as well as its systems of internal controls regarding finance, accounting, legal compliance, and disclosure controls and procedures, provides oversight of the Company's risk-management system, and makes recommendations to the Board regarding the Company's internal control and management information systems. The Audit Committee has direct access to the external auditor and is responsible for evaluating the performance, confirming the independence, and for the nomination of the external auditor.

Compensation & Human Resources Committee

The Compensation & Human Resources Committee consists of three members, each of whom is considered to be an independent director. Among other things, the Compensation & Human Resources Committee is responsible for establishing key compensation policies, conducting a performance evaluation of the CEO and determining compensation for the CEO and other senior executives of the Company, monitoring talent management, leadership and human capital development, and for the creation of succession plans, including the appointment, training and evaluation of senior executives, with the assistance of the Governance & Nominating Committee.

Governance & Nominating Committee

The Governance & Nominating Committee consists of three members, each of whom is considered to be independent. Among other things, the Governance & Nominating Committee is responsible for developing corporate governance guidelines and principles for the Company and providing governance leadership to the Company, identifying individuals qualified to be nominated as members of the Board and as successors to the Board Chair, evaluating the performance and effectiveness of the Board, evaluating the structure, composition and effectiveness of Board committees and the Board itself, and for the creation of succession plans, including the appointment, training and evaluation of senior executives, with the assistance of the Compensation & Human Resources Committee.

Technical, Safety & Sustainability Committee

The Technical, Safety & Sustainability Committee consists of three members, each whom is considered to be an independent director. Among other things, this committee is responsible for developing, evaluating and assessing the Company's policies and its performance with respect to health, safety and environmental issues with a view to identifying areas of weakness and suggesting improvements where appropriate, oversight of technical risks and other matters relating to the Company's mining, exploration, metallurgical and project development activities, oversight of the Company's procedures for the preparation and disclosure of resource and reserve information for the Company's properties, and oversight of policies and practices regarding health and safety, environmental issues, social responsibility and other sustainability matters, including staying apprised of climate change practises and environmental issues that may impact Wesdome and its operations.

Nomination of Directors

The Governance & Nominating Committee of the Board, comprised entirely of independent directors, is responsible for identifying, interviewing and recommending eligible nominees for election as directors. New appointees or nominees to the Board must possess proven expertise in areas of strategic interest to the Company.

As part of this process, the Governance & Nominating Committee maintains a skills matrix designed to assist the Board in evaluating the experience, expertise and competencies that each current director possesses, as well as the overall diversity of the Board. The skills matrix is reviewed by the Board annually.

Additionally, the Governance & Nominating Committee maintains an "evergreen" list of potential director candidates to assist in filling vacancies. In addition to possessing the characteristics and skills determined by the Governance & Nominating Committee to be lacking in the current Board composition, nominees must be able to devote the time and effort required to fulfil his or her duties as members of the Board.

Board and Director Assessments

The Governance & Nominating Committee is responsible for assessing, monitoring, and improving the performance of the Board, its committees and directors. Assessments are a continuous process designed to evaluate performance against the formal mandates of the Board, committees of the Board, the Board Chair, the President and Chief Executive Officer and other criteria. A range of dimensions are considered, such as overall performance of the Board, Board and committee structure and composition, management development, strategic planning, risk management, operational performance, President and Chief Executive Officer performance evaluation, Board membership, director competencies, Board processes and director involvement.

The Governance & Nominating Committee engages the Board annually in a formal assessment procedure which includes the distribution of a questionnaire to each member of the Board, as well as one-on-one meetings between each Director and the Chair of the Governance & Nominating Committee. The results of the assessment process are reviewed and discussed by the Board.

Governance Framework

In support of the three fundamental principles of sound governance and in order to further foster a governance culture within the Company, the Board has adopted and approved the following policies as we are committed to conducting our business operations in line with the highest ethical standards and in compliance with all applicable legal requirements. A copy of each of these policies can be found on the Company's website (www.wesdome.com).

Code of Business Conduct and Ethics

The Board seeks to foster a culture of ethical conduct by striving to ensure the Company carries out its business in line with high business and ethical standards and applicable legal and financial requirements. In that regard, the Board has adopted a Code of Business Conduct and Ethics (the Code) setting out the guidelines for the conduct expected from directors, officers, employees, consultants and contractors. Management reports to the Audit Committee on departures from the Code, if any. Annual training on the Code is provided to directors, officers, employees and contractors, and an annual acknowledgement is obtained from each to ensure that there is an understanding of the requirements of the Code and the Company's other governance policies. A copy of the Code can be found on the Company's website (www.wesdome.com) and on SEDAR (System for Electronic Document Analysis and Retrieval).

Insider Trading, Confidentiality and Disclosure Policy and Disclosure Committee

The Board has approved an Insider Trading, Confidentiality and Disclosure Policy which, among other things, is designed to ensure that all disclosure made by the Company is accurate, complete and fairly presents the Company's financial position and results of operations in all material respects and is made on a timely basis in accordance with the provisions of applicable TSX regulations and securities laws. In addition, the Board has established a Disclosure Committee which is comprised of the CEO, CFO, Chief Governance Officer and Vice President, Investor Relations. Along with the Company's qualified persons (as defined in National Instrument 43-101 – Standards of Disclosure for Mineral Projects), the Disclosure Committee is responsible for reviewing and approving the public disclosure of the Company.

Anti-Bribery and Anti-Corruption Policy

The Board has formalized its policy on compliance with the *Corruption of Foreign Public Officials Act* (Canada) with the approval and adoption of the Company's Anti-Bribery and Anti-Corruption Policy. The objective of the Anti-Bribery and Anti-Corruption Policy is to provide a procedure to ensure that the Company, together with its directors, officers, employees, consultants and contractors, conducts its business in an honest and ethical manner reflecting the highest standards of integrity and in compliance with all relevant laws and regulations applicable to it and in compliance with the *Corruption of Foreign Public Officials Act*.

Issue Resolution (Whistleblower) Policy

The Board has approved a written Whistleblower Policy, which sets out procedures for the confidential and anonymous submission of complaints and concerns regarding compliance with the Code including concerns regarding auditing and financial reporting procedures and obligations. The Whistleblower Policy provides that if any individual has information, complaints or concerns regarding such matters, they are urged to present such

information, complaints or concerns, without regard to the position of the persons responsible for the subject matter of the information, complaint or concern. Reports received through the Company's Whistleblower Hotline are promptly reviewed by the Audit Committee, and with the assistance of the Governance & Nominating Committee and designated management within the Company, the Audit Committee will investigate each matter and, if required, take appropriate corrective actions. The Audit Committee will retain, as part of its records, any information, complaints or concerns received.

Whistleblower Hotline

The Company's Whistleblower Hotline, *ConfidenceLine*, is a confidential, interactive service. Individuals who access *ConfidenceLine* are put in touch with *independent*, trained professional assistants when they seek assistance with sensitive information or issues relating to our workplace. The service is anonymous, immediate, easy to use, and available through the web or by telephone in English or French, 24 hours per day, 365 days per year. Reports received by *ConfidenceLine* are sent to the Chair of the Audit Committee of the Board, the President and CEO and the Chief Governance Officer (the "Designates"). Should any of the Designates be listed or involved in the issue or concern being reported, reporting parties are urged to call the 1-800 service to submit the report. The *ConfidenceLine* Call Centre will ensure that the report is not forwarded to any individuals who may be implicated.

Wesdome takes these reports very seriously and will take the appropriate action to address the situation.

REPORT SENSITIVE WORKPLACE ISSUES

1.800.661.9675

OR VISIT

WWW.WESDOME.COM.CONFIDENCELINE.NET

Shareholder Engagement

The Company is committed to engaging in constructive and meaningful communications with its owners, the Company's shareholders. The Company communicates with its Shareholders through a variety of channels, including through its annual report, proxy circular, quarterly reports, annual information form, news releases, website (www.wesdome.com) and presentations at its annual meeting of shareholders and at industry and/or investor conferences. The Company also holds conference calls for quarterly earnings releases and major corporate developments as soon as practical after they are publicly disclosed, and these calls are accessible to the public simultaneously and through archived material posted on our website (www.wesdome.com).

Shareholder feedback is received through one-on-one or group meetings between Management and institutional and/or retail shareholders and brokers and at the annual meeting, as well as through email or telephone. Shareholder concerns are addressed promptly by the Investor Relations or Corporate Secretarial departments, as appropriate, and contact details for the Investor Relations officer are provided on our website (www.wesdome.com).

Director-Shareholder Engagement Policy

In furtherance of its commitment to engaging in meaningful and constructive dialogue with shareholders, the Board has adopted a Director-Shareholder Engagement Policy in order to promote open and sustained dialogue with the Company's shareholders, consistent with the Company's Insider Trading, Disclosure, and Confidentiality Policy and with the Company's obligations to provide fair disclosure and maintain effective disclosure controls and procedures.

Additional Information

Additional information with respect to the Company's environmental, sustainability and governance practices can be found in the Company's regulatory filings which can be access at www.wesdome.com or on SEDAR.

Appendix A
SASB Metals and Mining Standard

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tonnes (t) CO ₂ eq Percentage (%)	<p>Scope 1 GHG Emissions 2019 (Explosives, Gasoline, Diesel, Propane) + Eagle River Complex = 16,417 tonnes CO₂ eq + Kiena Complex = 1,503 tonnes CO₂ eq</p> <p>Scope 2 GHG Emissions 2019 (Electricity) + Eagle River Complex = 41,404 tonnes CO₂ eq + Kiena Complex = 39 tonnes CO₂ eq</p> <p>Wesdome does not have data required to provide percentage covered under emissions-limiting regulations. The company will strive to provide this data in its 2020 Sustainability Report.</p>	"Greenhouse Gas Emissions" (pages 15-18)

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Not applicable	Wesdome is committed to being part of the global solution to climate change by managing site-specific energy needs in order to reduce GHG emissions at all our mine sites. Although we have limited data at this time, we intend to use all available information as a baseline for future years so we can set realistic site-specific emission reduction targets at each of our mine sites. Wesdome will continue its efforts to collect additional data in 2020 to set appropriate targets and establish programs for future reductions.	
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	Metric tonnes (t)	<p>Eagle River Complex 2019</p> <ul style="list-style-type: none"> + Particulate Matter (< 100 µm) = 47.60 tonnes + Particulate Matter (< 10 µm) = 12.50 tonnes + Particulate Matter (< 2.5 µm) = 1.30 tonnes <p>Kiena Complex 2019</p> <ul style="list-style-type: none"> + Particulate Matter (< 100 µm) = 22.87 tonnes + Particulate Matter (< 10 µm) = 6.50 tonnes + Particulate Matter (< 2.5 µm) = 0.65 tonnes <p>Wesdome does not have data on other types of air emissions (e.g. NOx, SOx). The company will strive to provide this data in its 2020 Sustainability Report.</p>	"Air Quality" (pages 18-20)

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	<p>Eagle River Complex 2019 + Total Energy = 58,458 tonnes CO₂ eq + Electricity = 57,662 MWh or 207,584 GJ</p> <p>Kiena Complex 2019 + Total Energy = 1,542 tonnes CO₂ eq + Electricity = 19,535 MWh or 70,326 GJ</p> <p>Wesdome obtains 100% of its electricity from the grid.</p> <p>Wesdome does not have the data required to determine the percentage of electricity that is generated from renewable sources. The company will strive to provide this data in its 2020 Sustainability Report.</p>	"Energy Management" (pages 21-22)

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m ³) Percentage (%)	<p>Wesdome measures its 2019 Water Withdrawal for Industrial Use for each component of the Eagle River Complex.</p> <ul style="list-style-type: none"> + Eagle River Underground Mine = 230,635 m³ + Mishi Open Pit Mine = 6,621 m³ + On-Site Mill (Magnacon Mine Workings) = 5,933 m³ <p>Wesdome also measures the following metrics in 2019 for the Eagle River Underground Mine.</p> <ul style="list-style-type: none"> + Water Withdrawal for Dewatering Use = 335,580 m³ + Water Treatment Volume (m3) = 393,470 m³ <p>Wesdome also measures the following metrics in 2019 for the Eagle River Settling Pond - Water Treatment Volume.</p> <ul style="list-style-type: none"> + Mishi Open Pit Mine = 58,532 m³ + On-Site Mill (Magnacon Mine Workings) = 565,942 m³ <p>No water is withdrawn from regions with High or Extremely High baseline water stress.</p>	"Water Management" (pages 23-27)
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Percentage (%)	<p>Wesdome did not have any incidents of non-compliance associated with water quality permits, standards, and regulations with regards to water withdrawal purposes.</p> <p>Regarding effluent discharges, there was one non-compliance in 2019 at the Eagle River Complex (page 29). The Tailings Management Area effluent discharge from the Polishing Pond exceeded the monthly average limit of 15 mg/L for the parameter of Total Suspended Solids with an average of 16 mg/L once in September. This exceedance was believed to be caused by an algae bloom and was not believed to have any negative effect on the natural environment because acute toxicity samples were taken during this time had 0% mortality for Daphnia Magna and rainbow trout.</p>	

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
Waste and Hazardous Materials Management	Total weight of tailings waste, percentage recycled	Quantitative	Metric tonnes (t) Percentage (%)	<p>Wesdome generated a total of 168,605 tonnes of tailings waste in 2019. The full amount of tailings waste is attributable to the Eagle River Complex. The Kiena Complex did not generate any tailings waste in 2019.</p> <p>At the Eagle River Complex, 100% tailings waste (liquid solution) is recycled for use in the mill as solid waste cannot be recycled and is therefore deposited in the Tailings Pond Facility as per ECA permits.</p>	"Waste and Hazardous Materials Management" (pages 28-37)
	Total weight of mineral processing waste, percentage recycled	Quantitative	Metric tonnes (t) Percentage (%)	<p>Wesdome measures mineral processing waste (hazardous waste, non-hazardous waste, waste rock) by mine site.</p> <p>Eagle River Complex 2019 + Hazardous Waste = 64,000 tonnes + Non-Hazardous Waste = 526 tonnes + Waste Rock = 182,311 tonnes + Recycled Steel = 300 tonnes</p> <p>Kiena Complex 2019 + Waste Rock = 99,286 tonnes + Recycled Steel = 66 tonnes</p> <p>Wesdome does not have data for hazardous and non-hazardous waste for the Kiena Complex. The company intends to continue collecting inventories and monitoring waste generated in order to assess our evolution towards material sustainability. It is important to note the numbers are probably negligible as the mine site has been following a care and maintenance program since 2013.</p> <p>Wesdome does not have data for the percentage of mineral processing waste recycled. The company will strive to provide this data in its 2020 Sustainability Report.</p>	

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
	Number of tailings impoundments, broken down by MSHA hazard potential	Quantitative	Number	<p>Wesdome has two tailings management facilities, one at its Eagle River Complex and one at its Kiena Complex. The company's comprehensive tailings and waste rock management process ensures that these materials are stored in a safe, stable and economical manner, ensuring that public health and safety risks are minimized and environmental impacts also minimized during construction, operation, closure and post-closure activities.</p> <p>Wesdome uses a systematic, risk-based approach to tailings management which includes an Operation, Maintenance and Surveillance Manual that is kept up to date as per guidelines set out by the Mining Association of Canada.</p>	
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	Not applicable	<p>The monitoring of potential environmental impacts of our mine sites on biodiversity (plants, fish and wildlife) is accomplished by carrying out baseline studies and impact assessments in advance of project development and/or expansion activities. Biological diversity is best defined as a variety of species and ecosystems and the ecological processes they support and it is obvious that biodiversity is important to all our stakeholders with either a direct or indirect connection to our mining operations.</p> <p>Prior to starting our mining operations and obtaining all necessary certificates of authorization and permits, baseline studies and impact assessments were carried out as required by provincial and federal regulatory agencies. But it does not end there as regular visual observations and field investigations are carried out to ensure that conditions set out in the certificates of authorization and permits are respected. Furthermore, environmental effects monitoring studies are carried out during the mining operations (as per federal regulation) to identify potential effects caused by the effluent on fish, fish habitat and use by humans of fish within the exposure and reference zones following the discharge of untreated water towards the environment, as mentioned in the "Waste & Hazardous Materials Management" section of this report.</p>	"Biodiversity Impacts" (page 41)

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
	Percentage of mine sites where acid rock drainage is (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Quantitative	Percentage (%)	Not applicable as Wesdome does not have acid rock drainage.	
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	0% - Wesdome does not have any proved and probable reserves in or near sites with protected conservation status or endangered species habitation.	
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	0% - Wesdome does not have any proved and probable reserves in or near areas of conflict.	"Relationships with Indigenous Peoples" (page 42)
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	0% - Wesdome's proven and probable reserves are located in or near Indigenous land.	
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	Not applicable	Wesdome strives continuously to develop strong, mutually beneficial relationships with the First Nation communities near our mine sites with ongoing open engagement and involvement by local residents. In support of this, Wesdome currently has three agreements in place with local First Nations and Métis communities. In addition, the Company is a proud sponsor of some of these group's traditional annual gatherings.	

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	Not applicable	Giving back to all our neighbouring communities and ensuring Wesdome is a good neighbour is very important to us. We recognize the importance of establishing strong and open relationships with our nearby communities, either directly or indirectly impacted with our mine sites, which are based on two-way communications throughout the entire mining cycle. It is important that these relationships continue until the last phase, the closure plan, as the end use of the land should be beneficial for all stakeholders. We invest in social programs in line with the priorities identified by our local communities. These programs focus on local enterprise development, community programs and health care. In 2019, Wesdome invested \$80,000 to local schools, charities, hospitals and sports teams.	"Investing in Our Communities" (page 42)
	Number and duration of non-technical delays	Quantitative	Number (days)	Not applicable as Wesdome has not experienced any non-technical delays in 2019.	
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	Percentage (%)	Not applicable as Wesdome employees and managers build direct relationships that are based on policy, compensation, communication, role opportunities, respect and trust. All of our employees have the right to collective representation and are free to join a union. In 2019, no collective bargaining agreements were in place at any of our Wesdome mine sites.	"Collective Bargaining" (page 49)
	Number and duration of strikes and lockouts	Quantitative	Number (days)	0 - Wesdome has not experienced any strikes or lockouts in 2019.	

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
Workforce Health & Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	Rate (hours)	<p>(1) Wesdome's 2019 all-incidence rate is 21, which represents the total company-wide recordable injuries (involving medical treatment, restricted work or lost time).</p> <p>(2) Wesdome had 0 fatalities in 2019, which translates into a fatality rate of 0.0.</p> <p>(3) Wesdome had 28 near miss incidents attributed to employees in 2019, made up of 23 near miss incidents at the Eagle River Complex and 5 near miss incidents at the Kiena Complex. Wesdome had 48 near miss incidents attributed to contractors in 2019, made up of 17 near miss incidents at the Eagle River Complex and 31 near miss incidents at the Kiena Complex.</p> <p>(4) The average hours of health and safety training at the Eagle River Complex was 29.8 hours per employee for a total of 501,178 hours. a total of 6,137 hours of training was provided in mine rescue training for Wesdome employees during the same time period. There were 34 mine rescue team members and 20 other potential members from the mill, mine and kitchen personnel that are going through the process of joining our mine rescue team. The average hours of health and safety training at the Kiena Complex was 30.5 hours per employee for a total of 40,791 hours.</p>	<p>"In-House Mine Site Training" (page 48)</p> <p>"Safety Performance Summary - Company Wide" (page 61)</p> <p>"Employees - near miss incidents " (page 62)</p> <p>"Contractors - near miss incidents " (page 64)</p>
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	Not applicable	The Board has formalized its policy on compliance with the Corruption of Foreign Public Officials Act (Canada) with the approval and adoption of the Company's Anti-Bribery and Anti-Corruption Policy. The objective of the Anti-Bribery and Anti-Corruption Policy is to provide a procedure to ensure that the Company, together with its directors, officers, employees, consultants and contractors, conducts its business in an honest and ethical manner reflecting the highest standards of integrity and in compliance with all relevant laws and regulations applicable to it and in compliance with the Corruption of Foreign Public Officials Act.	"Governance Framework" (page 70)

Topic	Accounting Metric	Category	Unit of Measure	Wesdome Disclosure	Location
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tonnes (t) saleable	0 - Wesdome does not have any production in countries that have the 20 lowest rankings in the 2019 Transparency International's Corruption Perception Index. The company's production is based in Canada (Ontario and Quebec).	"Operational Sustainability & Improvement" (pages 8-11)
Production of (1) metal ores and (2) finished metal products	Quantitative	Metric tonnes (t) saleable	<p>Wesdome measures its production in ounces of bullion produced by each operational asset.</p> <p>Eagle River Mill Operations 2019 + Production = 91,688 ounces</p> <p>Eagle River Underground Mine 2019 + Production = 88,617 ounces</p> <p>Mishi Open Pit Mine 2019 + Production = 3,072 ounces</p>	"Operational Sustainability & Improvement" (page 9)	
Total number of employees, percentage contractors	Quantitative	Number, Percentage (%)	<p>Wesdome has a total 2019 headcount of 559, which consists of 302 employees (54%) and 257 contractors (46%). This information is also broken down by mine site.</p> <p>Eagle River Complex 2019 + Headcount = 418 (264 employees (63%) and 154 contractors (37%))</p> <p>Kiena Complex 2019 + Headcount = 113, (11 employees (10%) and 102 contractors (90%))</p>	"Workplace of Choice" (pages 44-45)	

Appendix B

TCFD Recommendations and Supporting Recommended Disclosures

Recommendation	Supporting Recommended Disclosure	Wesdome Disclosure	Location
Governance: Disclose the organization's governance around the climate-related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	<p>The board oversees Wesdome's climate-related risks and opportunities through the Technical, Safety & Sustainability Committee of the board.</p> <p>The Technical, Safety & Sustainability Committee (TSSC) consists of three members, each of whom are considered to be independent directors. Among other things, this committee is responsible for developing, evaluating and assessing the Company's policies and its performance with respect to health, safety and environmental issues with a view to identifying areas of weakness and suggesting improvements where appropriate, oversight of technical risks and other matters relating to the Company's mining, exploration, metallurgical and project development activities, oversight of the Company's procedures for the preparation and disclosure of resource and reserve information for the Company's properties, and oversight of policies and practices regarding health and safety, environmental issues, social responsibility and other sustainability matters, including staying apprised of climate change practices and environmental issues that may impact Wesdome and its operations.</p>	"Investment of Choice" (pages 66-72)
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Wesdome's management team is responsible for assessing and managing climate-related risks and opportunities. The CEO is accountable for ensuring that Wesdome has considered the impacts of climate change on existing business risks (e.g. regulatory compliance), as well as evaluating the strategic impacts of climate change on the company's strategy and financial planning. Wesdome's management team regularly reports to the board on climate-related risks and opportunities via the TSSC.	
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Wesdome does not have sufficient information to provide this disclosure in its first-year TCFD report. We intend to provide this disclosure within the TCFD's 5-year implementation timeline.	Not applicable
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.		Not applicable

Recommendation	Supporting Recommended Disclosure	Wesdome Disclosure	Location
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		Not applicable
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Wesdome identifies and assesses climate-related risks consistent with other relevant business risks. We determine the potential financial impacts and likelihood of each climate-related risk identified.	Not applicable
	b) Describe the organization's processes for managing climate-related risks.	Wesdome manages climate-related risks by assigning responsibilities to the relevant business units and mine sites where the risk resides.	Not applicable
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Wesdome integrates climate-related risks into the company's overall risk management systems and processes.	Not applicable
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Wesdome is committed to being part of the global solution to climate change by managing site-specific energy needs in order to reduce GHG emissions at all our mine sites. Although we have limited data at this time, we intend to use all available information as a baseline for future years so we can set realistic site-specific emission reduction targets at each of our mine sites.	Not applicable	Not applicable

Recommendation	Supporting Recommended Disclosure	Wesdome Disclosure	Location
	<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>Scope 1 GHG Emissions 2019 (Explosives, Gasoline, Diesel, Propane) + Eagle River Complex = 16,417 tonnes CO₂ eq + Kiena Complex = 1,503 tonnes CO₂ eq</p> <p>Scope 2 GHG Emissions 2019 (Electricity) + Eagle River Complex = 41,404 tonnes CO₂ eq + Kiena Complex = 39 tonnes CO₂ eq</p> <p>Scope 3 GHG Emissions: Not applicable as Wesdome does not calculate Scope 3 GHG emissions.</p> <p>In determining global warming potential factors, the preferred source was the Intergovernmental Panel on Climate Change's (IPCC) Fourth Assessment Report (2007) which is recommended by SASB.</p>	<p>"Greenhouse Gas Emissions" (pages 15-18)</p>