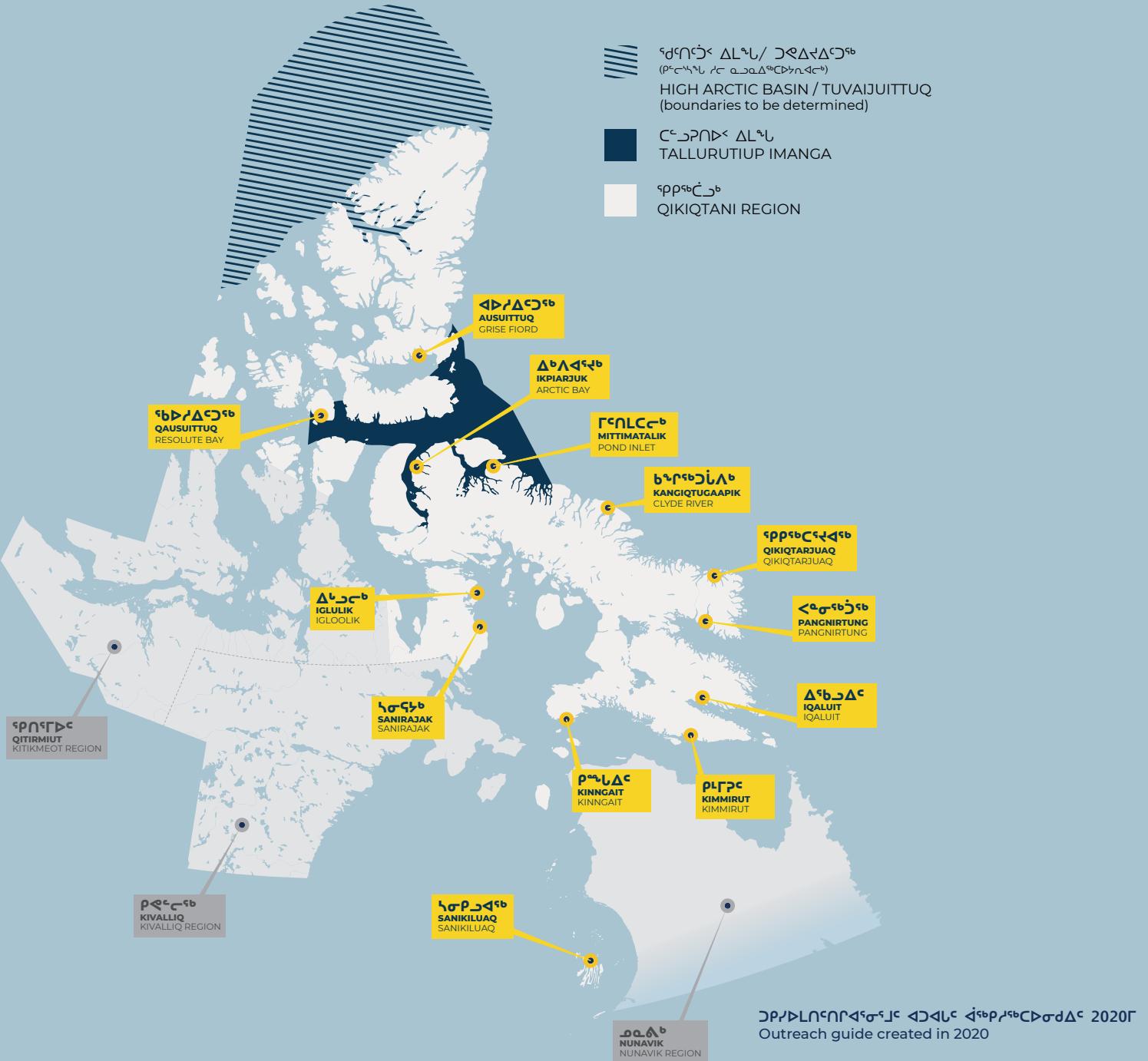


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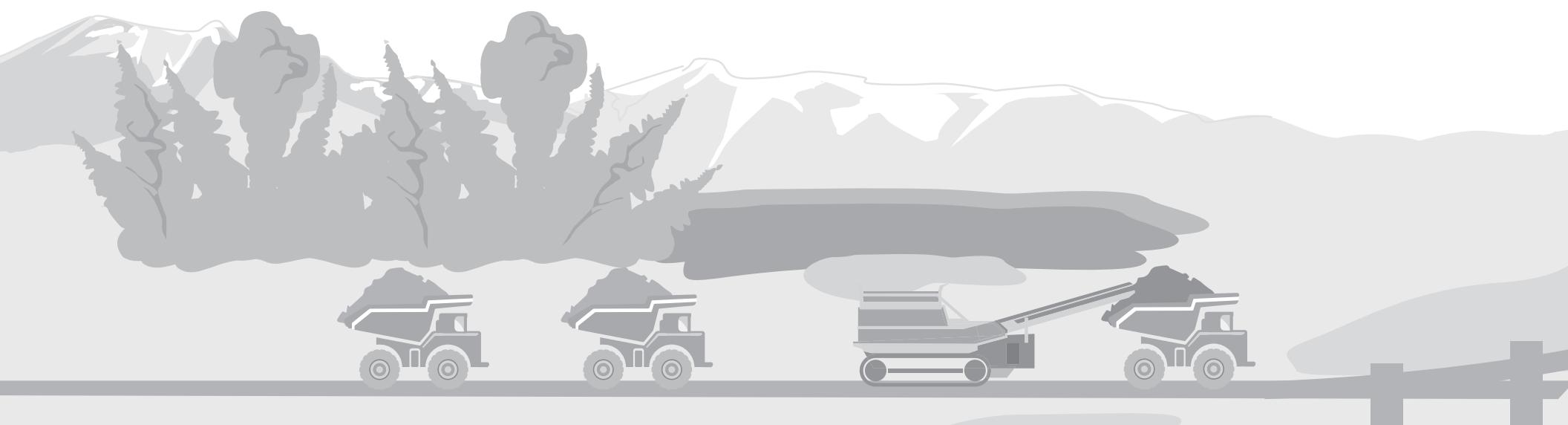
MARY RIVER
INUIT CERTAINTY
AGREEMENT



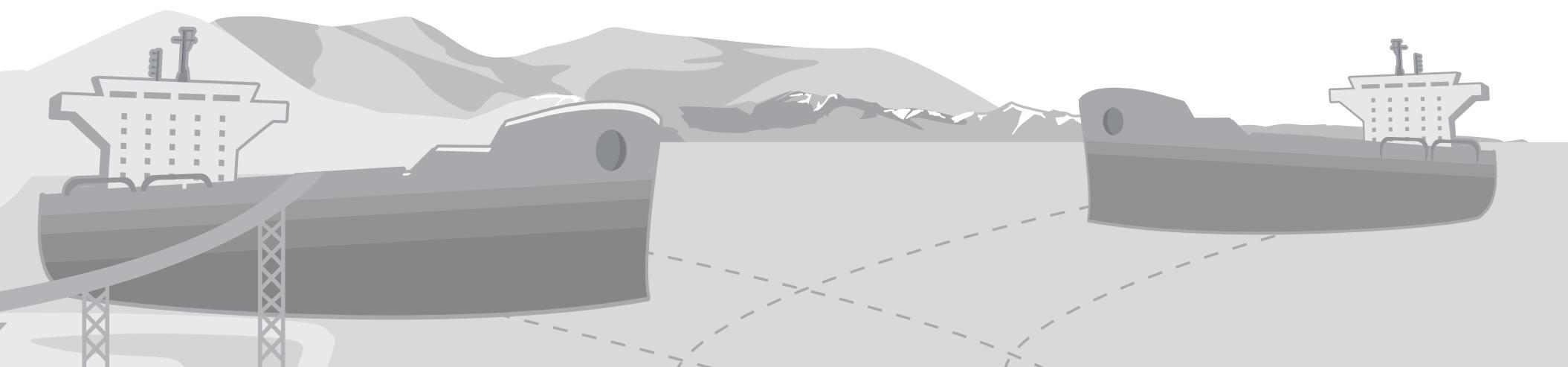
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ΔມΔ¢ ອັດະວິນຈາດ່າຕໍ່ອໍານຸມ ເຊີກໂປກ ຖໍາທຳສະກົນ

ໝຽນຮູ້ສົ່ງ ດມວິນ ບໍລິຫານບໍລິຫານ ແກ້ໄຂ <ລາຍລະອຽດ ລາຍລະອຽດ
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ມັນລື ດມວິນ ອັດະວິນຈາດ່າຕໍ່ອໍານຸມ ດັບຕໍ່ຊ່າຍໆນຸ້ມ ເຊີກໂປກ
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INUIT CERTAINTY AGREEMENT

The Qikiqtani Inuit Association (QIA) and Baffinland Iron Mines signed an Inuit Certainty Agreement (ICA) on June 16, 2020. The commitments agreed to under the Inuit Certainty Agreement will be incorporated into the Mary River Project Inuit Impact and Benefit Agreement (IIBA) and Commercial Lease.

The Mary River IIBA was negotiated between the Qikiqtani Inuit Association and Baffinland Iron Mines in accordance with the Nunavut Agreement. The Mary River IIBA was first signed in 2013 and was amended in 2018.



Îñêđä Ëññëüñjåñc äññöřrc ñääđäňcdöšäññäñgäñc äññöřrc ñääđäňcdöšäññäñgäñc. Ëññëüñjåñc äññöřrc ñääđäňcdöšäññäñgäñc äññöřrc ñääđäňcdöšäññäñgäñc. Ëññëüñjåñc äññöřrc ñääđäňcdöšäññäñgäñc äññöřrc ñääđäňcdöšäññäñgäñc. Ëññëüñjåñc äññöřrc ñääđäňcdöšäññäñgäñc äññöřrc ñääđäňcdöšäññäñgäñc.

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The Inuit Certainty Agreement sets a new benchmark for Inuit benefit agreements. The ICA provides greater Inuit control and oversight, direct community benefits and new and expanded programs for Inuit in communities impacted by the Mary River Project.

There are five key themes to the Inuit Certainty Agreement:

- Environmental protection, Inuit-led independent monitoring, and comprehensive adaptive management plans jointly approved by QIA;
- Improved and expanded wildlife compensation;
- Changes to employment, training and contracting with measurable and enforceable goals with clear procedures regarding remedial measures;
- Community direct benefits; and
- Significant royalty improvements

The Mary River Project ICA Outreach Guide is an initiative designed to make the ICA more accessible and easier to understand. QIA created the outreach material to ensure that Inuit in the Qikiqtani Region had full access to and information about the benefits outlined in the ICA.



ᓇᓱᑦ ᐃᓄᒃᑎᑐᑦ ᐃᓄᒃᑎᑐᑦ INUIT COMMITTEE AND INUIT STEWARDSHIP PROGRAM



Δມ°σ° ዘ▷ርኑኩናበኑኩና <ፌ▷ስና ሙጀትናበኑኩና>

Δມ°σ° ዘ▷ርኑኩናበኑኩና <ፌ▷ስና ሙጀትናበኑኩና> ምልክት በኩና ማስፈጸም እንደሚከተሉ ዘ▷ርኑኩና ሙጀትናበኑኩና ማስፈጸም መሆኑ ማረጋገጫ, ሆኖም የሚገልጻ ማስፈጸም ለማስፈጸም.

ወ▷ርኑኩና ሙጀትናበኑኩና (Δመድ ዘ▷ርኑኩና ሙጀትናበኑኩና) ምልክት በኩና ማስፈጸም ዘ▷ርኑኩና ሙጀትናበኑኩና ማስፈጸም መሆኑ ማረጋገጫ, የሚገልጻ ማስፈጸም ለማስፈጸም.

Δມ°σ° ዘ▷ርኑኩናበኑኩና <ፌ▷ስና ሙጀትናበኑኩና> ምልክት በኩና ማስፈጸም መሆኑ ማረጋገጫ, የሚገልጻ ማስፈጸም.

Inuit Stewardship Plan for the Mary River Project

The Inuit Stewardship Plan is a framework for Inuit-led monitoring of impacts within communities and on the land, waters and ice as a result of the Mary River Project.

Nauttiqsuqtiiit (Inuit stewards) will be hired to monitor and report on social, environmental, and cultural impacts.

The Inuit Stewardship Plan will be run by QIA and funded by Baffinland.



ΔມΔ¢ ບ່ອລະກົດໆໜີ
Δຕິບຸດົມຫຼັດໆຈີ, ພວກເຮົາສົມຫຼັດໆຈີ, ດັລະ
ມະ ໄດ້ມີຄືສະນູມ

Inuit Committee Culture, Resource, and Land Use Stream

ບໍລິຫານ ປຽບແຕ່ອຸປະກອດໝາຍ

ອພບນົບສົນດີ ອົບດີກົນລົບ ດມວົງທີ່ ພັດຍົກງານບົນຍົມຈີ ແກ້ວມັນດີ
ຕົວລົງການຂອງຈີ ດັລະ ສັງເນົາບອນເກົ່າຫຼັກ ຕົ້ນ້າ ດົບລະກົດໆໜີ່ຈີ່ໜີ່ສົມ,
ດມΔ¢ ບ່ອລະກົດໆໜີ ດັລະ ດມວົງທີ່ ພັດຍົກງານຈີ ດົບລະກົດໆໜີ່ສົມ.

ດມΔ¢ ບ່ອລະກົດໆໜີ ບໍລິຫານເນົາບົນຍົມຈີ ປຽບແຕ່ອຸປະກອດໝາຍ ດັບດີ
ມະກີ/ມຳຕິກີ ເລຊ້ອົງຈີ, ດັລະ ມະດີ ເຈົ້າມີຄືສະນູມ ພັດຍົກງານບົນຍົມຈີ,
ດັລະ ສັງເນົາບອນເກົ່າຫຼັກ ດັບດີ ພັດຍົກງານ ຖື່ນມີ ດັບຕໍ່ໄລ້ຫຼັດໝາຍ
ລັດຖານ ແຜນ້ອຸປະກອດໝາຍ ເພີ້ມ.

ພັດຍົກງານ ສັງເນົາບົນຍົມຈີ ບ່ອລະກົດໆໜີ ບໍລິຫານເນົາບົນຍົມຈີ ປຽບແຕ່ອຸປະກອດໝາຍ
ພັດຍົກງານ ພັດຍົກງານບົນຍົມຈີ.

ເກົ່າມີຄືສະນູມ ມະດີ ສັງເນົາບົນຍົມຈີ ດັບຕໍ່ໄລ້ຫຼັດໝາຍ ດັບດີ ດົບລະກົດໆໜີ່
ດັລະ ດມວົງທີ່ ພັດຍົກງານຈີ ດົບລະກົດໆໜີ່ສົມ.



ΔມΔ¢ ດັບຍົກງານຈີ ດັດເກົ່າ ບ່ອລະກົດໆໜີ
ດັບຍົກງານຈີ

Inuit Social Oversight Committee Social Stream

ອົກສອນ ໂດຍມີຄືສະນູມ

QIA will design and build the Inuit Stewardship Plan through open and active engagement with two new committees, the Inuit Committee, and the Inuit Social Oversight Committee.

The Inuit Committee will provide oversight and direction for the culture, resource, and land use monitoring stream, and input on Inuit values to be incorporated into project management plans.

The Inuit Social Oversight Committee will provide oversight and direction for the social monitoring stream.

Impacted communities will nominate members to both the Inuit Committee and the Inuit Social Oversight Committee.

ልኩነት የሚረዳ ርዕስ አድራሻዎች ተመልከተ

ADAPTIVE MANAGEMENT PLANS APPROVAL



ልኩነት የሚረዳ ርዕስ አድራሻዎች ተመልከተ የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ. ይህንን ማረጋገጫ መሰረት የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ.

የማርያንውር የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ. ይህንን ማረጋገጫ መሰረት የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ.

የማርያንውር የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ. ይህንን ማረጋገጫ መሰረት የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ. ይህንን ማረጋገጫ መሰረት የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ.

የማርያንውር የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ. ይህንን ማረጋገጫ መሰረት የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ.

የማርያንውር የሚያስፈልጉ ስምምነት እንደሆነ ስምምነት በመስቀል ተሰጥቶ.

Adaptive management means monitoring the impacts from the Mary River Project, identifying negative impacts, and acting to prevent any further or more serious effects.

QIA and Baffinland will jointly approve the Adaptive Management Plan and the adaptive management components of other project management plans.

The Adaptive Management Plan will have a set of key observations that can force Baffinland to take preventative measures. QIA and Inuit will play a key role in determining indicators and actions to ensure that the Mary River Project operations are environmentally and socially responsible.

The Inuit Stewards from the Stewardship Program will be a significant resource of information gathering for setting indicators and actions for the Adaptive Management Plan.

Baffinland will fund QIA's participation in the development of the Adaptive Management Plans.

ມອດັ່ງ ດົກເຈົ້າທີ່ສະໜັບ ພົມປົນເຈົ້າຫຼັກສິນ

SOCIAL MONITORING FRAMEWORK



ມອດັ່ງ ດົກເຈົ້າທີ່ສະໜັບ ພົມປົນເຈົ້າຫຼັກສິນ ດັ່ງນັບລົງສະໜັບຕົວ
ໄຊກົງຫຼັກສິນ ມອດັ່ງ ດົກເຈົ້າຫຼັກສິນ. ຊົ່ວໂມງ ລົງລົງ
ພົມປົນເຈົ້າຫຼັກສິນ ມອດັ່ງ ມີ ດົກເຈົ້າທີ່ສະໜັບ ໂດຍໃຫ້ເລັກ.

ດົກເຈົ້າຫຼັກສິນ ທີ່ຈະສະໜັບ ຕະຫຼາມ ສຳເນົາ ດັ່ງນັບຕົວ ດົກເຈົ້າຫຼັກສິນ
ສຳເນົາ ດົກເຈົ້າຫຼັກສິນ, ດົກເຈົ້າຫຼັກສິນ ດົກເຈົ້າຫຼັກສິນ, ດົກເຈົ້າຫຼັກສິນ,
ດົກເຈົ້າຫຼັກສິນ, ຢຸ່າທະນາຄານ ອົບ ດົກເຈົ້າຫຼັກສິນ ເກມະນຸການ, ດົກເຈົ້າຫຼັກສິນ
ລັກສິນ (ໄລຍະຢູ່ການ), ອົບ ດົກເຈົ້າຫຼັກສິນ.

ມອດັ່ງ ດົກເຈົ້າທີ່ສະໜັບ ນັບຊາຍໆກົດໆ ບໍລິສັດ ນັບຊາຍໆກົດໆ
ກົບເກົ່າມືກົດໆ ດັ່ງນັບຕົວ ດົກເຈົ້າຫຼັກສິນ.

ກົບເກົ່າມືກົດໆ ດັ່ງນັບຕົວ ດົກເຈົ້າຫຼັກສິນ ດົກເຈົ້າຫຼັກສິນ
ພົມປົນເຈົ້າຫຼັກສິນ ດັ່ງນັບຕົວ ດົກເຈົ້າຫຼັກສິນ ດັ່ງນັບຕົວ
ດົກເຈົ້າຫຼັກສິນ ດັ່ງນັບຕົວ ນັບຊາຍໆກົດໆ ບໍລິສັດ.

ກົບເກົ່າມືກົດໆ ດັ່ງນັບຕົວ ດົກເຈົ້າຫຼັກສິນ ມອດັ່ງ ດົກເຈົ້າທີ່ສະໜັບ ພົມປົນເຈົ້າຫຼັກສິນ
ດັ່ງນັບຕົວ ດົກເຈົ້າຫຼັກສິນ.

The social monitoring framework will focus on community wellbeing.
This program will monitor community impacts related to the mine.

Some things that will be monitored are language preservation, access
to country food, supporting youth and elders, quality of life, housing,
income and cost of living, education and training, and mental health.

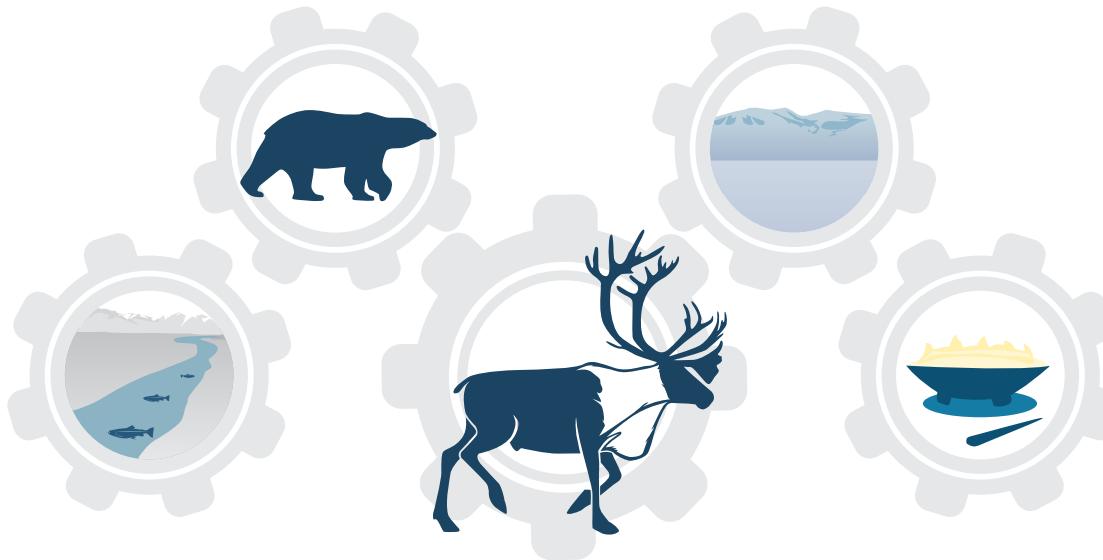
The Inuit Social Oversight Committee will provide oversight and direction
for this social monitoring.

QIA will hire staff to support the social monitoring stream and for
administrative support for the Inuit Social Oversight Committee.

Baffinland will fund social monitoring development and operations.

Δርናዕዳሮች, የወጥር/ልዕጥር ለልደቅዣር ፌነት የወጥ
ዳርናዕበርርጊዥናሸው የብንቶችዎችናስና

CULTURE, RESOURCES AND LAND USE MONITORING



Δርናዕዳሮች, የወጥር/ልዕጥር ለልደቅዣር ፌነት የወጥ የዳርናዕበርርጊዥናሸው
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ክልል ይፈጸማል.

ርሃ ለተከራክሩ ደሙ የርሃ ገዢዎች ለመስጠት በመስጠት ያለው
መፈጸም መፈጸም መፈጸም መፈጸም መፈጸም መፈጸም መፈጸም
(ልዕጥር ወጪ ወጪ ወጪ ወጪ) የሞናውን ጥቅምና ጥቅምና ጥቅምና ጥቅምና
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Δርናዕዳሮች, የወጥር/ልዕጥር ለልደቅዣር ፌነት የወጥ የዳርናዕበርርጊዥናሸው
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The Culture, Resources and Land Use Monitoring Program will collect data related to the health and abundance of wildlife, to the land and waters, and to the ability of Inuit to continue to live in harmony with the land.

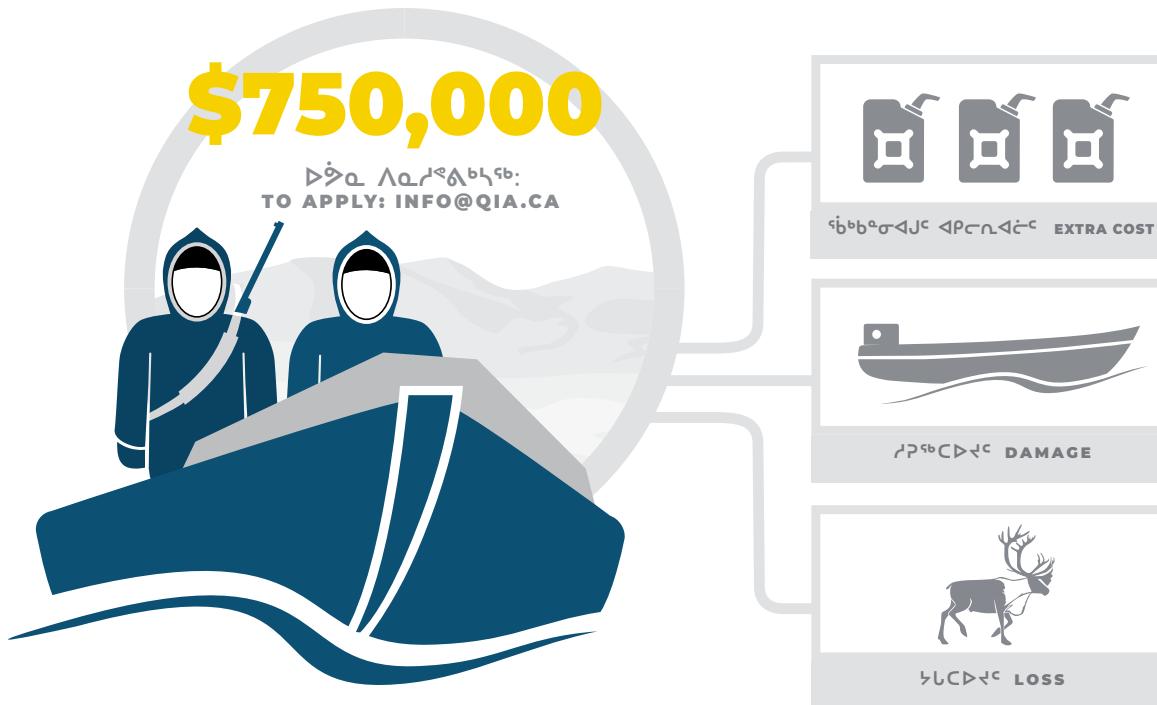
This Program will be Inuit-led on-site monitoring of the Mary River Project. Monitoring will be done through Nautiqsuumit (Inuit Stewards) QIA on-site monitors, and community members. This monitoring will help ensure proper implementation of the Adaptive Management Plan.

The Inuit Committee will provide oversight and direction for the Monitoring Program.

The Culture, Resources and Land Use Monitoring Program will be run by QIA and funded by Baffinland.

ᐃᓄᒃᑎᑐស්‌ල් ແප්‌දු/දින්

WILDLIFE COMPENSATION



Îº ഏക്കു പ്രൈവറ്റീ ഫോറെന്റൽ കമ്പനിയും ബഫിൻലാൻഡ് സർവ്വീസും മുമ്പായി നടപ്പിലാക്കുന്ന പദ്ധതിയാണ് വില്യൂമൈ എൻഡ് കൗൺസിൽ എന്ന് അറിയപ്പെടുന്നത്. ഇതിന്റെ മുഖ്യ ഉദ്ദേശ്യം ബഫിൻലാൻഡ് സർവ്വീസും മുമ്പായി നടപ്പിലാക്കുന്ന പദ്ധതിയാണ് വില്യൂമൈ എൻഡ് കൗൺസിൽ എന്ന് അറിയപ്പെടുന്നത്.

The existing Wildlife Compensation Fund will be enhanced to better support delivery of wildlife compensation benefits to the impacted communities. Baffinland will fund a full-time QIA coordinator to administer wildlife compensation fund claims and activities.

The goal of this new full-time position will be to improve delivery of wildlife compensation.



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The existing Harvesters Enabling Program will remain in place and be renamed the Pond Inlet Harvesters Enabling Program.

If Steensby Inlet is developed as part of the Mary River Project this Program will be expanded to include the communities of Igloolik, Sanirajak, Kimmirut and Kinngait.

Additionally, a new Regional Harvesters Enabling Program will be created.

The purpose of the Regional Program is to support the development and adaptation of Inuit harvesting practices as a result of the Mary River Project.

Baffinland will make an annual payment of \$750,000 to QIA. These monies will be shared by QIA with impacted communities. This benefit will be used at the discretion of the individual Hunters and Trappers Organizations.

**Δር“ብርሃንስናኑና ብርሃንስ/ልተኩር ለነዱናር, ፊልጋ ብርሃኑ
ፌርማውርድ መመሪያዎች ከብድሩናኑና**

CULTURE, RESOURCES AND LAND USE ASSESSMENT



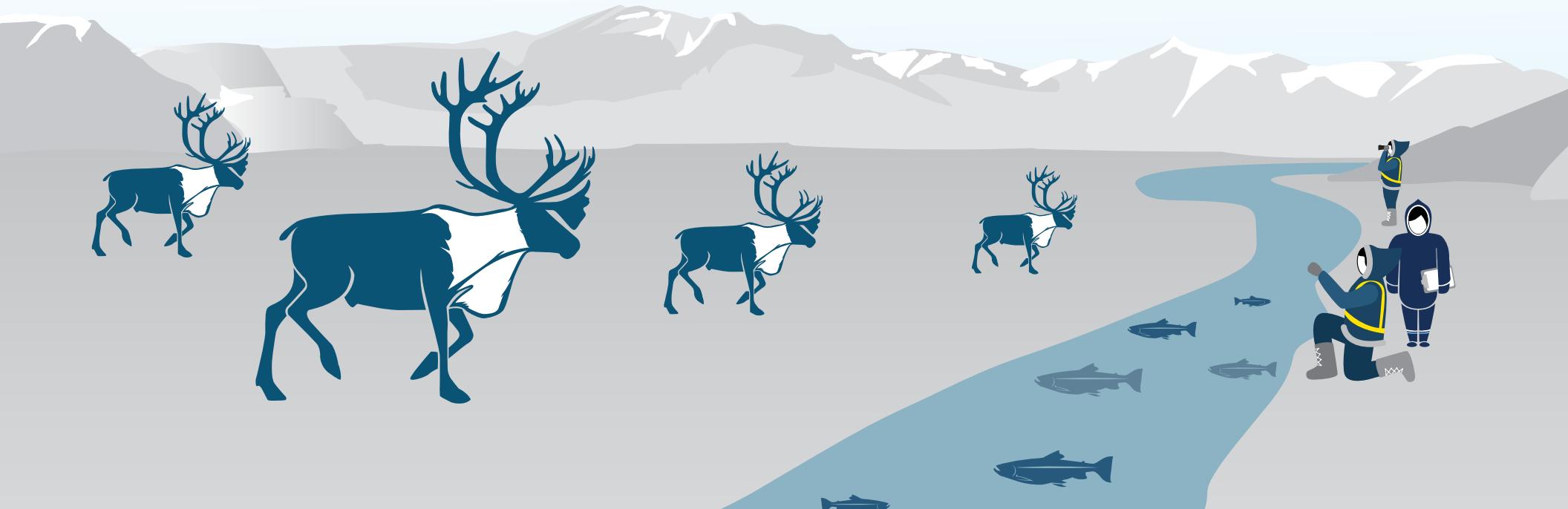
ዕርጥ ፍቃረዳታት አይደናበሚገባ መመሪያዎች ከፍድበድርሮች የሆነውን,
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ናብድሩናኑናን የገዢ ስራውን የሚያስፈልግ የዚህውን ደንብ የፌርማውርድ መመሪያዎች
የፈልግ ነው እና የሚያስፈልግ የገዢ ስራውን የሚያስፈልግ ደንብ የፌርማውርድ መመሪያዎች
የፈልግ ነው እና የሚያስፈልግ ደንብ የፌርማውርድ መመሪያዎች የፈልግ ነው እና የሚያስፈልግ
ዕርጥ ፍቃረዳታት አይደናበሚገባ መመሪያዎች ከፍድበድርሮች የሆነውን,

የፈልግ ነው እና የሚያስፈልግ ደንብ የፌርማውርድ መመሪያዎች ከፍድበድርሮች የሆነውን
ለልተኩር ለነዱናር የሚያስፈልግ የፈልግ ነው እና የሚያስፈልግ የፈልግ ነው እና የሚያስፈልግ
የፈልግ ነው እና የሚያስፈልግ ደንብ የፌርማውርድ መመሪያዎች ከፍድበድርሮች የሆነውን

Before any new major construction related to the rail alignment occurring, a new Culture Resources and Land Use Assessment will be conducted. This will involve QIA, the impacted communities and Baffinland. The findings may require modifications and additions to mitigation, monitoring, adaptive management, and compensation measures.

Baffinland is responsible for funding the planning and completion of the Culture Resources and Land Use Assessment and all future Assessments.

ΓΕΩΛΓΙΑΚΗ ΔΙΑΤΡΟΦΗ ΣΕΡΒΙΑΣ POND INLET COUNTRY FOOD BASELINE



Διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή. Η διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή. Η διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή. Η διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή.

Διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή. Η διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή. Η διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή.

Διατροφή σερβίας στην Κρήτη θα πρέπει να είναι σταθερή σε όλη την περιοχή.

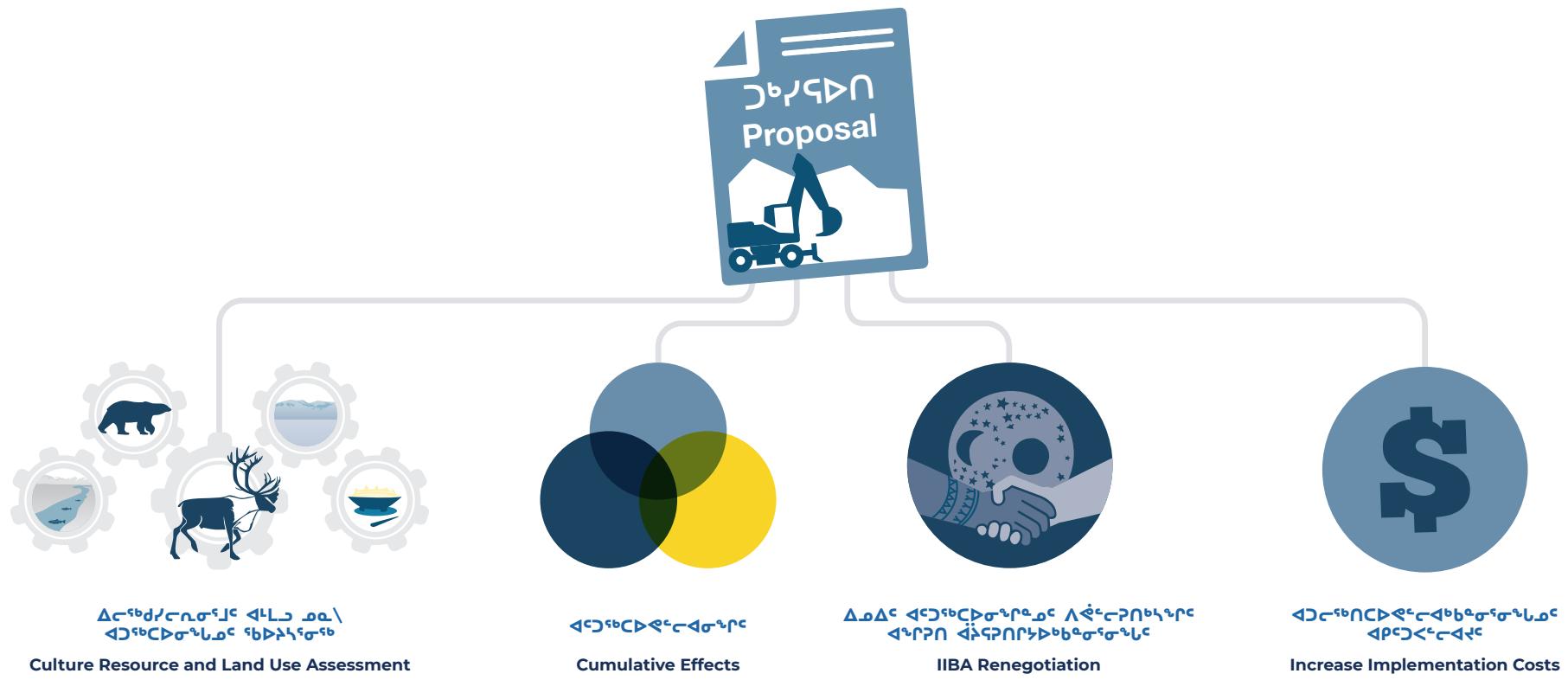
A country food baseline study will be conducted in Pond Inlet. The study will provide data on community country food consumption and country food quality. This data is important for monitoring the impacts that Mary River Project may be having on country food in the community of Pond Inlet.

This work will be done in collaboration with QIA, Inuit-chosen researchers, and Pond Inlet community representatives.

Baffinland will fund this project.

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PROJECT SCOPE



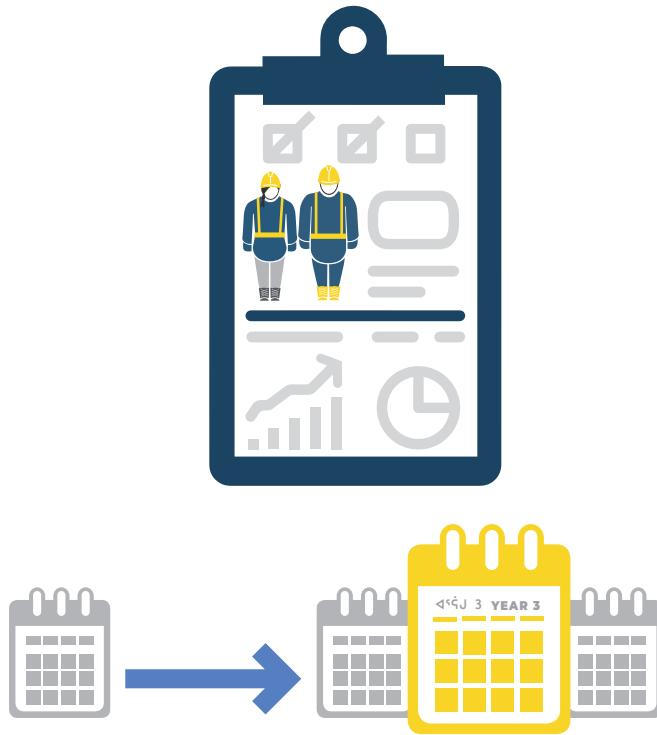
የየኬርስኩር ተጠቃሚነት የቅርቡ ስራውን ተረምሱ ይችላል፡ ለጠቃሚነት የቅርቡ ስራውን ተረምሱ ይችላል፡ ለተመሳሳሪያው ተረምሱ ይችላል፡ ለተመሳሳሪያው ተረምሱ ይችላል፡

- ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡ ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡
- ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡ ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡
- የቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡ ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡
- ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡ ለቅርቡ ተረምሱ የቅርቡ ስራውን ተረምሱ ይችላል፡

QIA has more clearly defined what a change in project scope means. If there is a change in project scope, Baffinland must undertake the following:

- A Culture Resource and Land Use Assessment conducted with QIA
- A Cumulative Effects Assessment conducted with QIA
- A review and renegotiation of the IIBA
- An agreement on increases to IIBA implementation costs

ᐃΓᒻᒥc ᐄ᳚᳚Jᒥc ΔመΔc Δ⁹⁹bəoΔL⁹⁹nC▷σ᳚᳚σ⁹⁹rc በPC▷oJ▷nA᳚c MULTI-YEAR INUIT EMPLOYMENT GOALS



ΔመΔc Δ⁹⁹bəoΔL⁹⁹nC▷σ⁹⁹rc በPC▷oJ▷nA᳚c c⁹⁹s⁹⁹r⁹⁹rc⁹⁹ ለΓ᳚᳚σ⁹⁹rc
᳚᳚J▷nA᳚c ፕ⁹⁹b⁹⁹C▷Jc ᐄ᳚᳚JCLc. CL⁹⁹a ለ᳚᳚J▷σ᳚᳚Jc⁹⁹ >⁹⁹ በPC▷oJ▷nA᳚c⁹⁹rc
᳚᳚J▷nA᳚c⁹⁹c⁹⁹c⁹⁹ ለ᳚᳚Jc ለ᳚᳚Jc ለ᳚᳚Jc ለ᳚᳚Jc.

CL⁹⁹a ለb⁹⁹f⁹⁹c⁹⁹ ለD⁹⁹C⁹⁹o⁹⁹l⁹⁹c⁹⁹ Δ⁹⁹b⁹⁹aΔL⁹⁹nL⁹⁹nL⁹⁹b⁹⁹c⁹⁹ የpp⁹⁹C⁹⁹ σ⁹⁹ ΔመΔc
b⁹⁹i⁹⁹n⁹⁹b⁹⁹n⁹⁹m⁹⁹c⁹⁹ ለC⁹⁹J⁹⁹b⁹⁹n⁹⁹L⁹⁹L⁹⁹ ΔመΔc ለC⁹⁹C⁹⁹n⁹⁹r⁹⁹m⁹⁹c⁹⁹ ለ᳚᳚c⁹⁹r⁹⁹n⁹⁹c⁹⁹
᳚᳚J⁹⁹n⁹⁹c⁹⁹ ለC⁹⁹n⁹⁹C⁹⁹n⁹⁹s⁹⁹s⁹⁹ ለC⁹⁹L⁹⁹ n⁹⁹n⁹⁹L⁹⁹c⁹⁹ Δb⁹⁹r⁹⁹c⁹⁹.

᳚᳚JCLc ΔመΔc Δ⁹⁹b⁹⁹aΔL⁹⁹nC▷σ⁹⁹rc በPC▷oJ▷nA᳚c c⁹⁹s⁹⁹r⁹⁹rc⁹⁹ ለΓ᳚᳚σ⁹⁹rc
በPC▷oJ▷nA᳚c⁹⁹c⁹⁹ ለ᳚᳚J⁹⁹r⁹⁹σ⁹⁹rc ለ᳚᳚J⁹⁹r⁹⁹c⁹⁹ >⁹⁹ ለD⁹⁹L⁹⁹n⁹⁹C⁹⁹n⁹⁹c⁹⁹ C⁹⁹d⁹⁹m⁹⁹s⁹⁹
Δ⁹⁹b⁹⁹aΔL⁹⁹nL⁹⁹c⁹⁹c⁹⁹σ⁹⁹rc ለΓ᳚᳚σ⁹⁹rc. ለ᳚᳚c⁹⁹r⁹⁹c⁹⁹ ለ᳚᳚c⁹⁹r⁹⁹n⁹⁹c⁹⁹ C⁹⁹d⁹⁹s⁹⁹s⁹⁹
በPC▷oJ▷nA᳚c⁹⁹c⁹⁹, ለd⁹⁹r⁹⁹c⁹⁹n⁹⁹b⁹⁹c⁹⁹n⁹⁹r⁹⁹c⁹⁹ ለD⁹⁹L⁹⁹n⁹⁹σ⁹⁹s⁹⁹c⁹⁹ Δb⁹⁹r⁹⁹n⁹⁹G⁹⁹s⁹⁹n⁹⁹c⁹⁹.

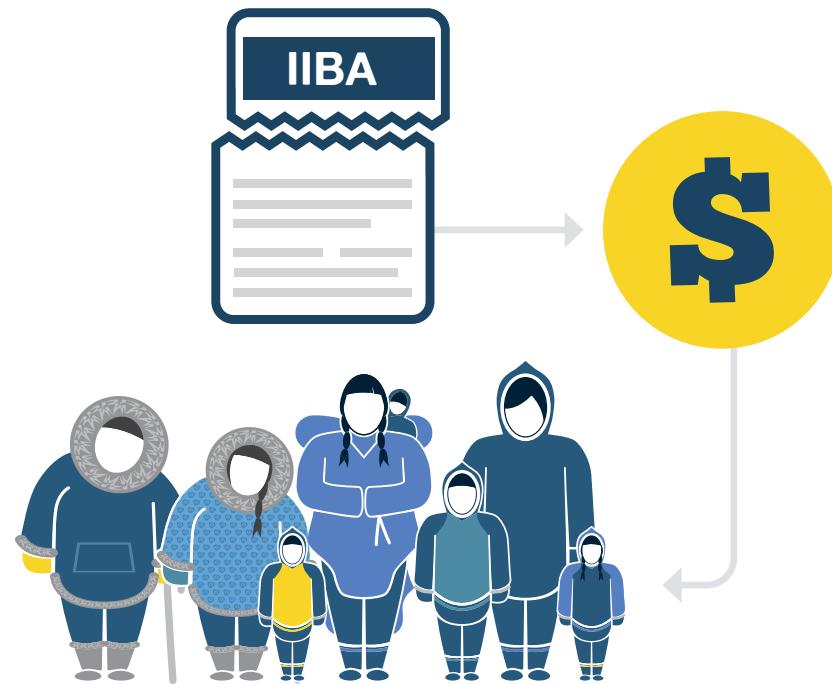
Minimum Inuit Employment Goals (MIEGs) are currently set every year.
This will be changed to every three years.

This will help to lower the administrative workload to QIA so more focus can be directed to IIBA implementation and delivery of benefits.

Each year the Minimum Inuit Employment Goals will be compared to the actual employment. If Baffinland fails to achieve the goal, compensation will be triggered for the lost benefit.

ለሙዳናን በድርጅት

PROJECT BOND



ፊርማ የፌዴራል ከፈተኝ የሚስጥ ዕቅድ የስም የቻልኑ ያስፈልጉ ይገልግሎት ይመዘኛል
የሚስጥ የፌዴራል ስራ የሚሰጥ የሚከተሉ ወጪ ስራ ሲሆን መዝግበውን ደንብ የፌዴራል
የሚስጥ የፌዴራል ስራ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ የፌዴራል የሚከተሉ ወጪ
የሚስጥ የፌዴራል ስራ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ የፌዴራል የሚከተሉ ወጪ

፣ ከፍተኝ የፌዴራል ስራ የሚስጥ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ
የሚስጥ የፌዴራል ስራ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ የፌዴራል ስራ የሚከተሉ ወጪ
የሚስጥ የፌዴራል ስራ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ የፌዴራል ስራ የሚከተሉ ወጪ

የሚስጥ የፌዴራል ስራ የሚስጥ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ
የሚስጥ የፌዴራል ስራ የሚስጥ የሚከተሉ ወጪ ሲሆን መዝግበውን ደንብ የፌዴራል ስራ የሚከተሉ ወጪ

Baffinland will be required to provide a bond, or upfront money. This bond provides a guaranteed and accessible source for compensation if Baffinland does not meet its objectives in the IIBA.

For example, the bond can be used as compensation for failure to achieve the Minimum Inuit Employment Goals.

Money taken from the Bond will go towards QIA performing work to correct an issue, or will go to Community Direct Benefits.

ᐊᖃᕆᐅᓘᓘᒪጀᓇᒪጀᓉ ᐅጀᓂ ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ Ꮻᓂᓉ ሊᓂᓉ የᓂᓋᓇᒪጀᓉ ጣᓇᓂᓉ ለᓋᓂᓉ መᓂᓉ

FAILURE TO ESTABLISH AND ENFORCE INUIT CONTENT REQUIREMENTS



ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ የᓋᓂᓉ መᓂᓉ ለᓂᓋᓇᒪጀᓉ ለᓋᓂᓉ መᓂᓉ ၊

᠁ᓂᓇᓉ ሊᓂᓉ ሁᓇᓉ ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ ለᓋᓂᓉ መᓂᓉ ለᓂᓋᓇᒪጀᓉ ΔLᓇᓉ ሁᓇᓉ \$400,000-ᓉ ምᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ የᓋᓂᓉ መᓂᓉ ለᓂᓋᓇᒪጀᓉ ለᓂᓋᓇᒪጀᓉ

ΔCᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ ለᓂᓋᓇᒪጀᓉ ለᓂᓋᓇᒪጀᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ

ΔCᓉᓉᓇᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ለᓂᓋᓇᒪጀᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ ለᓂᓋᓇᒪጀᓉ

ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ የᓋᓂᓉ መᓂᓉ ΔοΔc ለᓋᓂᓉ መᓂᓉ ሊᓂᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ

Δᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ የᓋᓂᓉ መᓂᓉ ሊᓂᓉ ሁᓇᓉ

Δᓉᓉᓇᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ΔοΔc የᓋᓂᓉ መᓂᓉ ሊᓂᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ΔοΔc

᠁ᓂᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ

ΔCᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ ΔCᓉᓉᓇᓉ ሊᓂᓉ ሀᓉᓉᓇᓉ ΔοΔc የᓋᓂᓉ መᓂᓉ

ΔCᓉᓉᓇᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ΔCᓉᓉᓇᓉ ሁᓇᓉ ᘵᓉᓉᓇᓉ ΔοΔc የᓋᓂᓉ መᓂᓉ

ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ የᓋᓂᓉ መᓂᓉ ΔοΔc ᑎጀᓂ ᕻᓱᓂᓇᒪጀᓉ የᓋᓂᓉ መᓂᓉ

Inuit Content Requirements will be mandatory for all Mary River contracts.

QIA will receive a one-time payment of \$400,000 for past issues with establishment and enforcement of Inuit Content in Mary River Project contracts. This money will be distributed as Community Direct Benefits.

Inuit Content currently includes Inuit employment requirements. Inuit Content will now also include things such as purchasing from community-owned businesses, subcontracting Inuit-owned firms, and providing training opportunities for Inuit.

QIA and Baffinland will evaluate the Inuit Content Requirements of existing Mary River Project contracts. Any contract that does not contain adequate Inuit Content will be required to be revised and have the Inuit Content Requirements approved by QIA.

CEPCOLI C̱AQḆC̱ḎA̱S̱
MONTHLY REPORTING



ਮਨੁੰ ਮਾਹੀ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਇਹ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਇਹ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ।

ਅਗਨੀ ਮਾਹੀ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਇਹ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਇਹ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਅਗਨੀ ਮਾਹੀ ਸੰਖੇਪ ਵਰਤੋਂ ਦੇ ਲਈ ਪ੍ਰਕਾਸ਼ਿਤ ਕੀਤੀ ਜਾਂਦੀ ਹੈ।

The Mary River Project reporting frequency will increase from quarterly to monthly. This increase in reporting will provide QIA with additional data to better evaluate the delivery of benefits to Inuit.

Standardized reporting templates will be implemented. These will support a more efficient means of sharing information, allowing QIA to focus more time on the implementation of the IIBA and delivery of benefits.

Δ AVAILABLE CHILD CARE SUBSIDY

EARLY CHILDHOOD CARE SUBSIDY



ΔoΔc ΔibodNNDCCx c mazikc NlDcΔRgab LcRdSStc 'RCDsNsDCKCgC
14-rc Cnsstc k'at mDgtTDCx cgo, k'arCgsc ΔbRΔRgCzbcCnRc
k'at 'RCDsNsDg, D'c k'at k'at RgCzbc 'b'nGttsL'c g'nsRb/LGtG.

C'pdΔ ΔbRgΔΔLgRgCc c'nsstc \$19 k'at RgCzbc
D'c k'at k'at RgCzbc.

C'pdΔ ΔbRgΔ k'at RgCzbc e'gakgRgCzbc 'nsRb/LGtG
<DnRg 'm'm e'gac ΔoΔc ΔibodNNDCCx k'at RgCzbc, l'at GtG
k'at RgCzbc.

Inuit employed through the Mary River Project who have children under 14 years old and live in Nunavut, will receive a fixed subsidy per child, per day.

This subsidy will be at least \$19 per child, per day.

This subsidy is intended to reduce the barrier of affordable childcare that many Inuit workers face, especially women.

ᐃᓄᒃᑎᑐᑦ ᒪ ላይ EARLY CHILDHOOD CARE INFRASTRUCTURE



ᓇ᜵᜷᜵᜻᜵ ሆ᜵᜷᜵᜻᜵ ሆ᜵᜷᜵᜻᜵ ሆ᜵᜷᜵᜻᜵ \$3 ሆ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵.

᜵᜷᜵᜻᜵ ሆ᜵᜷᜵᜻᜵ ሆ᜵᜷᜵᜻᜵.

᜵᜷᜵᜻᜵, ሆ᜵᜷᜵᜻᜵ ሆ᜵᜷᜵᜻᜵ \$3 ሆ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵ የ᜵᜷᜵᜻᜵.

The Mary River Project will contribute up to \$3 million per impacted community to establish daycares.

Baffinland will work with QIA, impacted communities, and other stakeholders to make decisions about the location, design, ownership, and operation of the daycares.

Additionally, the Project will contribute \$3 million towards a daycare in Kimmirut and \$3 million towards a daycare in Kinngait if and when construction begins for the Steensby Port and southern railway.

ΔΓ҃ΛC ΔΡC▷C▷ΙRΛC ΔΩΓΡΩΛC WATER COMPENSATION AGREEMENT



ΔΓ҃ΛC ΔΡC▷C▷ΙRΛC ΔΩΓΡΩΛC ΜετάC ΔΙΛΔΩσΔΛC ΛΣΠΛΔΛC
ΛΔΥΠC▷RΔΙσΔΛC>C ΔΓΗΠΛΔC▷CΛΠC ΔC◁PCLC▷σΛC ΔΩΔC
ΔbDΔLΔCΛbΛC.

ΔΓ҃ΛC ΔΡC▷C▷ΙRΛC ΔΩΓΡΩΛC ΔΛbΛC▷σΔΛC
ΔPCLC▷σΛbΛC▷C ΔΓ҃ΛC ΔC◁PCLC▷C ΔΛbΛC▷σΔΛC ΔPCLC▷σΛC
ΔΩΔC ΔC◁PCLC▷C ΔΛbΛC▷σΔΛC ΔΓ҃ΛC ΔΡC▷C▷ΙRΛC
ΔΩΓΡΩΛC.

Φ<ΛΔΛC ΡΔLΔΛbΛC▷σΔΛC ΔΛbΛC
ΔΛbΛC ΔC◁PCLC▷C ΔΛbΛC▷σΔΛC ΔΓ҃ΛC ΔΡC▷C▷ΙRΛC
ΔΩΓΡΩΛC.

The Water Compensation Agreement for the Mary River Project will be enhanced to increase the integration of Inuit Qaujimajatuqangit.

The Water Compensation Agreement will also be revised to include greater compensation for water bodies of unique value and/or cultural significance.

Baffinland will fund QIA and Inuit participation in the implementation of the Water Compensation Agreement.

LRPLR⁰U⁰C⁰U⁰C⁰D⁰S⁰ R⁰C⁰ S⁰U⁰S⁰ C⁰N⁰S⁰ D⁰U⁰S⁰ U⁰U⁰
R⁰L⁰ S⁰ U⁰U⁰S⁰ S⁰U⁰S⁰ C⁰N⁰S⁰ D⁰U⁰S⁰

CAPACITY DEVELOPMENT FOR PREFERRED INUIT FIRMS AND REGIONAL CONTRACTING BENEFITS



Ларни туннавик ачипшил туннавик, охиньи кимитик ачипшил туннавик туннавик, туннавик, туннавик.

Ларни туннавик ачипшил туннавик, охиньи кимитик ачипшил туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик.

Ларни туннавик ачипшил туннавик, охиньи кимитик ачипшил туннавик, туннавик.

Ларни туннавик ачипшил туннавик, охиньи кимитик ачипшил туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик, туннавик.

Mary River Project contracts are often awarded to large firms and typically have low Inuit content.

A new classification for Inuit-Owned Firms, called Preferred Inuit Firms, will be created for the Mary River Project.

A Preferred Inuit Firm will be one that is registered with Nunavut Tunngavik Inc, (NTI), is located and operating primarily in the Qikiqtani Region, and is wholly-owned and operated by Inuit.

Minimum Preferred Inuit Firm Goals will be established each year. If Baffinland fails to achieve the goal, compensation will be triggered.

ΔມΔ¢ ഏടു നിന്മപരമായ ഉത്തരവും പുനരുപയോഗം കുറഞ്ഞതിനും വേണ്ടിയുള്ള സഹായം

INUIT AND NON-INUIT FIRM SPEND



▷ സ്ഥാപിക്കുന്നതിൽ പുനരുപയോഗം കുറഞ്ഞതിനും വേണ്ടിയുള്ള സഹായം കുറഞ്ഞതിനും അനുബന്ധം ലഭിച്ച ആവശ്യമാണ്. അതുകൊണ്ട് പുനരുപയോഗം കുറഞ്ഞതിനും വേണ്ടിയുള്ള സഹായം കുറഞ്ഞതിനും അനുബന്ധം ലഭിച്ച ആവശ്യമാണ്.

▷ സ്ഥാപിക്കുന്നതിൽ പുനരുപയോഗം കുറഞ്ഞതിനും വേണ്ടിയുള്ള സഹായം കുറഞ്ഞതിനും അനുബന്ധം ലഭിച്ച ആവശ്യമാണ്. അതുകൊണ്ട് പുനരുപയോഗം കുറഞ്ഞതിനും വേണ്ടിയുള്ള സഹായം കുറഞ്ഞതിനും അനുബന്ധം ലഭിച്ച ആവശ്യമാണ്.

Reporting requirements for money spent on Inuit and Non-Inuit Firms for the Mary River Project will now require Baffinland to provide more detail to QIA.

This will provide greater clarity for QIA to properly determine that benefits are flowing to Inuit-Owned firms and ensure that the IIBA is being followed properly.

▷ የመጀመሪያ ስርዓት አድራሻ ማስቀመጥ ሰነዶች ስርዓት አድራሻ እንደሆነ በቅርቡ የመጀመሪያ ስርዓት አድራሻ እንደሆነ በቅርቡ

REPORTING ON PROGRESS OF ACHIEVING INUIT CONTENT REQUIREMENTS IN CONTRACTOR INUIT CONTENT PLANS



ለዚህ የገዢ በቅርቡ የመጀመሪያ ስርዓት አድራሻ እንደሆነ በቅርቡ

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A template will be established for reporting on Inuit Content Requirements in Contractor Inuit Content Plans.

This will ensure simplified and consistent reporting, and will allow QIA to more clearly determine if Inuit are receiving benefits from contracting opportunities with the Mary River Project.

ӦԾՈՒՅՑ-ՀՐԵԱ ԱԾՏՎԵՑՆԵՐԵՐԿ ԱԳԵՁԵԱԼԻՇՈՒՅՑ
ՇԼԱ ԱՌԱԼԵԿԱԾՈՒՅՑ ԿՐՄԱԳԻՇՈՒՅՑ

REQUIREMENT FOR CONTRACTOR PARTICIPATION IN EMPLOYMENT AND TRAINING INFORMATION SESSIONS



ԹՆԱԾՔՆ ԽՆԱԾՎԱԾ ԱԾՈՎԱՐՈՒՅՑ ՔԱՐԴԱԾ-ԾՐՎԼԻՎ ԱԾՏՎԵՑՆԵՐԵՐԿ ԱԳԵՁԵԱԼԻՇՈՒՅՑ
ԱԳԵՁԵԱԼԻՇՈՒՅՑ ՇԼԱ ԱՌԱԼԵԿԱԾՈՒՅՑ ԿՐՄԱԳԻՇՈՒՅՑ

- ԱՅՍԸ ԱԳԵՁԵԱԼԻՇՈՒՅՑՆԵՐԵՐԿ ԼԵՐԱԾԱՐԱԾ ԼԵՐԱԾԱՐԱԾ ԱՐԺՈՒՅՆԵՐԸ;
- ԱՅԱԸ ԱԳԵՁԵԱԼԻՇՈՒՅՑՆԵՐԵՐԿ ԿԱՆՑԵՐԸ ԱՅԱԸ ԱԳԵՁԵԱԼԻՇՈՒՅՆՆԱՐԵՑ
ԱՐԺՈՒՅՆԵՐԸ ՏԻԵՖԱԼԵՐՈՒՄ ԿԵՐՊՈՒՆՆԵՐԵԼԱՆԱԾ ՈԲԱԾԱՐԱԾ ԱՐԺՈՒՅՆԵՐԸ
ԽՆԱԾՎԱԾ ԱԾՈՎԱՐ; ՏԵՇԱՅՑԸ
- ՔԱՐԴԱԾ-ԾՐՎԼԻՎ ԱՐԺՈՒՅՆԵՐԸ ՏԱՐԱԾԵՑՆԵՐԸ 10-ԻՆ ԵՌԵԼԵԿՐՈ ԱԾՈՎԱՐ
ՔԱՐԴԱԾ-ԾՐՎԼԻՎ ԱՐԺՈՒՅՆԵՐԸ 10-ԻՆ ԵՌԵԼԵԿՐՈ ԱԾՈՎԱՐ.

Mary River Project contractors will be required to participate in Employment and Training Information Sessions if:

- They did not meet their Inuit employment Content Requirements;
- Their Inuit employment is less than the Minimum Inuit Employment Goals set for the Mary River Project; or
- Their contract value is for greater than 10 per cent of the total project money spent that year.

የመሬትና-በቅርቡ ለተጨማሪዎች የጥቅምት

CONTRACTORS' FAILURES



QIA will work with Baffinland to develop standard language for contracts to ensure inclusion of Inuit content and enforcement of Inuit content in Mary River Project contracts.

Each year a QIA auditor can review a random selection of contracts to confirm they include this language. This protects contractor privacy but allows QIA to ensure the guidelines are being followed.

ΔມΔ¢ ΔນບອΔລິ່ນສ ດີກໍ່າກົງກົດສ ດນບອΔລົ້ນປັດຈຸນຸ່ມ ດນບອΔລົ້ນປັດຈຸນຸ່ມ

INUIT CAREER MOBILITY



ΔມΔ¢ ΔນບອΔລິ່ນສ ດີກໍ່າກົງກົດສ ດນບອΔລົ້ນປັດຈຸນຸ່ມ ຕໍ່ວັດ
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ທີ່ຕໍ່ວັດໄດ້.

ΔມΔ¢ ΔນບອΔລິ່ນສ ດີກໍ່າກົງກົດສ ດນບອΔລົ້ນປັດຈຸນຸ່ມ ຕໍ່ວັດ
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ທີ່ຕໍ່ວັດໄດ້.

ກຳນົດ ດີກໍ່າກົງກົດສ ດນບອΔລົ້ນປັດຈຸນຸ່ມ ດີກໍ່າກົງກົດສ ດນບອΔລົ້ນປັດຈຸນຸ່ມ
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ທີ່ຕໍ່ວັດໄດ້.

An Inuit Career Mobility Strategy is needed to clarify and improve the ways that Inuit can advance into other jobs at the Mary River Project.

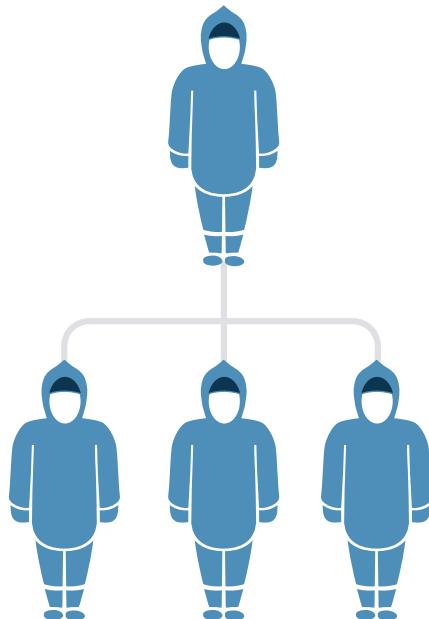
The Inuit Career Mobility Strategy will explain the training and qualifications required for positions at the Mary River Project.

The Strategy will also include a plan for how Inuit will receive this training. For example, the Strategy will include targeted training plans such as on-site work ready programs and pre-trades programs.

Baffinland and its contractors will be required to cover expenses related to education and training opportunities to support Inuit workers to move and advance into new positions.

‘የያናርድ ደመና ከርማውን በጥቃቅ ደመና ፈርማውን ማረጋገጫ ለቅርቡና ልማት ፈርማውን ደመናልኝ’

QIA IIBA POSITIONS



ወደፊት ስራው ለመፈጸም ደመና ፈርማውን ማረጋገጫ ለቅርቡና በጥቃቅ
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የኢትዮጵያውን ማረጋገጫ ለቅርቡና በጥቃቅ ደመና ፈርማውን ማረጋገጫ ለቅርቡና
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አለሁናበት ማረጋገጫ ለቅርቡና በጥቃቅ ደመና ፈርማውን ማረጋገጫ ለቅርቡና በጥቃቅ ደመና

የኢትዮጵያውን ማረጋገጫ ለቅርቡና በጥቃቅ ደመና ፈርማውን ማረጋገጫ ለቅርቡና
ወደፊት ስራው ለቅርቡና በጥቃቅ ደመና ፈርማውን ማረጋገጫ ለቅርቡና በጥቃቅ ደመና ፈርማውን

The Mary River Project IIBA requires a great deal of resources and effort to ensure that Inuit are receiving the maximum benefit and opportunities that QIA negotiated in the IIBA.

Changes will be made to the IIBA to provide QIA more organizational flexibility and stable resourcing to support IIBA implementation and benefit delivery.

These changes will allow QIA to choose how to work to best implement the IIBA, and adapt to changing situations.

ມອນມືນຕະຈຳ ດັບດີເສດຖານຸ COMMUNITY DIRECT BENEFITS



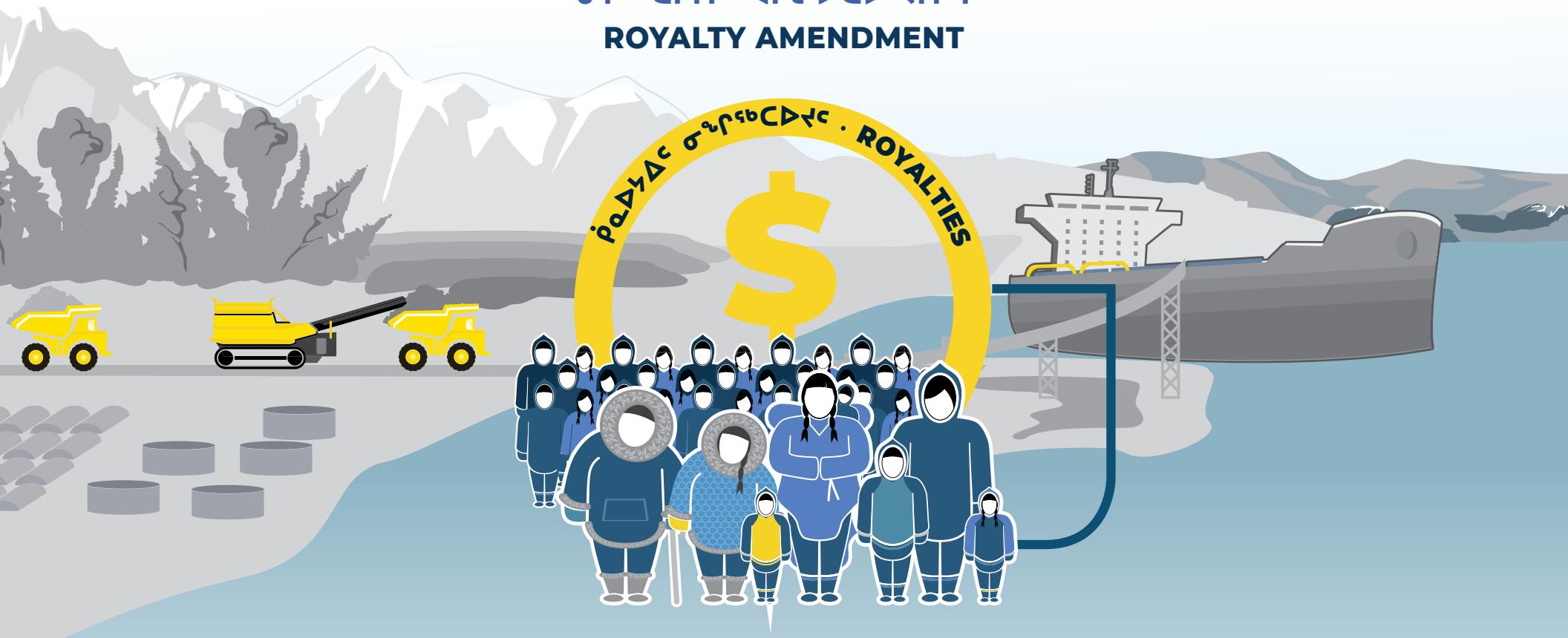
ຖົກຈິງຕະຫຼາດ ພົມລັງ ດັບດີເສດຖານຸ ສະບັບສົ່ງຕົວ ດົມລັກ ເຄິຍະດີສົງໃຈ້ມັນ
ລັກຕະຫຼາດ ພົມລັງ ດັບດີເສດຖານຸ ສະບັບສົ່ງຕົວ ດົມລັກ ມູນຕະຫຼາດ,
CL ອາ ຕົກສົບ ມູນຕະຫຼາດ ດັບດີເສດຖານຸ ສະບັບສົ່ງຕົວ ສະບັບສົ່ງຕົວ ດົມລັກ
ສະບັບສົ່ງຕົວ ມູນຕະຫຼາດ ພົມລັງ ດັບດີເສດຖານຸ ລັດຖະບາດສົ່ງຕົວ.

ພຽບຮົງ ດົມລັກ ເປົ້ານີ້ ດັບດີເສດຖານຸ ສະບັບສົ່ງຕົວ ມູນຕະຫຼາດ
ດັ່ງນີ້ ດັບດີເສດຖານຸ ສະບັບສົ່ງຕົວ ດົມລັກ ມູນຕະຫຼາດ ຢົມລັກ ດັບດີເສດຖານຸ

More monetary benefits from the IIBA will go directly to impacted communities. This means communities will be able to decide how to use benefits from the Mary River Project.

QIA will work with communities to develop a management structure for this work.

σΤΡΑΤΟΠΕΔΟΝ ΑΡΧΙΣΤΡΑΤΟΠΕΔΟΝΙΚΗΣ ROYALTY AMENDMENT



CL^bd^a <P>C>CD>C^c b>L^aC^b<L^cJ>C>σ<σ>^c ΔoΔ^c Δb<σ>C>σ<σ>^aΓ^aσ^b
CLΔ^a σ^c Δ^bdLΔ^aσ^c C^bΔ<σ>^c σ>Δ<σ>^aΓ^a.

የሆነዎች ለመስራትና የዕለታዊ ማረጋገጫዎች እንደሚከተሉ በዚህ በርሃን ስምምነት ተወስኗል፡፡

«ԱԼԵՔսանդր», ԿԱՐԱԽԵԿ ՌԴԱԼՎԱԲԲԸՆՉՈՂԻՐԸ ՏՐԿԱԾՆԴԱՋՈՒԸ, ՔՇԱՀԱՆ-ԵՑԸ
ՏՐԿԵԿԸՆՉՈՂԻՐԸ ՀՐԱՄԱԾ ԱռՋԵ ԵՎԻԴՆԵՐՈՒՄ ԵՐԱՐԿՈՒՄ ԵՐԱՐԿՈՒՄ ԵՐԱՐԿՈՒՄ

The Mary River Project IIBA includes direct financial benefits for Inuit in the form of royalty payments.

These payments ensure Inuit benefit from every ton of iron ore sold.

If Phase 2 is approved to proceed, the Royalty Percentage will increase and QIA will receive milestone payments.

Additionally, if the iron ore market is doing well, Baffinland will pay QIA an increased royalty based on market prices.

ΔԐՆԱԳԻՆԸ ՔԱ՛ՆԱՊՈՐԼԱՀՆԵԿԸ EXISTING PROJECT FUNDS



ΔԐՆԱԳԻՆԸ ՔԱ՛ՆԱԸ

ΔԐՆԱԳԻՆԸ ՄԱԾՅԱԿ ԱՐԴՅՈՒՆՎԱՐ ՔԱ՛ՆԱԸ ԾՐԳԱՆ ԵՎՀՈՎԾԱԿ ԵՎՀՈՎԾԱԿԱԾՏԱԿՑՈՒՄԸ ԷՃԾՈՏԾԼԱՄԸ ՄՁԼԾ ԽԼԳԸ ՏՏՎԱԳԻՐ ԱԾՈՒՅՆ.

Ծառ ՔԱ՛ՆԱԸ ԾԱ՛ՆՈՒՅՆ ԱԾՈՒՅՆ ԱԲՏԸ ՏԵՂԵԿԱԿԱԸ ԱԾՈԱԸ ՄԱԾՅԱՐԱԸ.

ՔՐԲԱԾ ԱԾՈԱԸ ԵԿԱԶԵՂԻՐԸ ԳԼԱ ՔՇԱԸ ՀԵԾ ԱԲՏԸ ՏԵղեկակը \$555,000 ՏԵՂԵԿԼԸ ՔԱ՛ՆԱԸ ՏԵղեկակը \$1.1 ՄԱԾՅԱՐԱԸ ՏԵՂԵԿԼԸ.

Ilagiiktunut Fund

The Ilagiiktunut Nunalinnullu Pivalliajutisait Kiinaujat Fund has been expanded and will now continue for the life of the Mary River Project.

This Fund gives money to projects that benefit Inuit communities.

QIA and Baffinland each contribute \$555,000 per year to the Fund, for a total of \$1.1 million per year.

existing project funds

EXISTING PROJECT FUNDS



existing project funds

existing project funds are available to support business development and management, contracting and procurement, capital and financing, and business management. This fund is available to all Inuit firms.

BBM will contribute \$275,000 per year to the Business Capacity and Start-up Fund. QIA will contribute \$275,000 per year to the Business Capacity and Start-up Fund. Baffinland will contribute \$275,000 per year to the Business Capacity and Start-up Fund. This fund will be available to all Inuit firms.

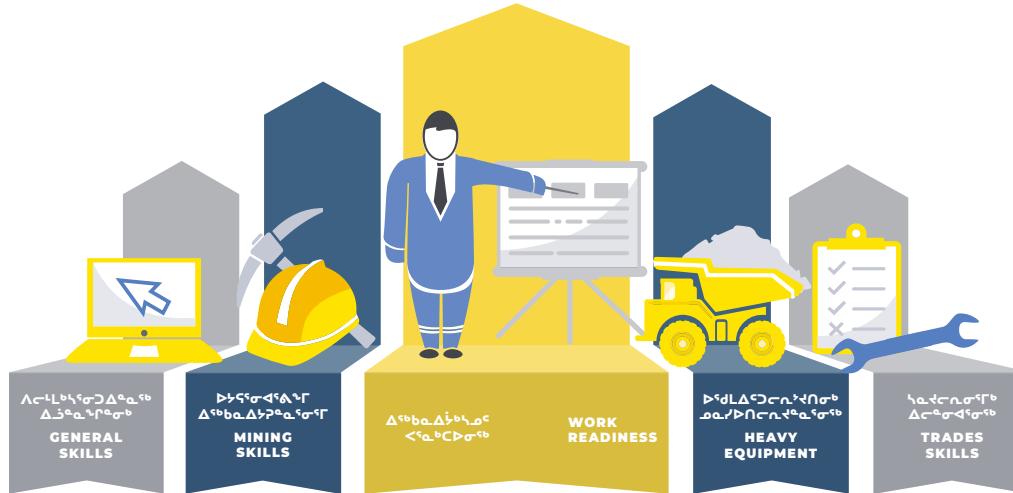
Business Capacity Startup Fund

The Business Capacity and Start-Up Fund has been expanded and will now continue for the life of the Mary River Project. This Fund will now focus more closely on supporting Preferred Inuit Firms.

QIA and Baffinland each contribute \$275,000 per year to the Fund, for a total of \$550,000 per year. Currently, Inuit firms can access this money through the QIA non-profit subsidiary, Kakivak Association.

ለጠቃሚነት የዕድልናዕቅዱነት አገልግሎት

EXISTING PROJECT FUNDS



የኢትዮጵያውያንድ ስራውያንድ አስተዳደር

מִנְלָס נֶדֶרֶת אֲבָדָה לְכַדֵּן דָּמָדָכָא לְכַדְבָּלָה גַּעֲמָדָה לְכַדְבָּלָה, וְאַבְדָּלָה
אַבְדָּלָה כְּשֶׁבְּרָא כְּשֶׁבְּרָא תְּבָדֵל אַבְדָּלָה גַּעֲמָדָה כְּשֶׁבְּרָא תְּבָדֵל
אַבְדָּלָה אַבְדָּלָה, וְאַבְדָּלָה אַבְדָּלָה כְּשֶׁבְּרָא תְּבָדֵל אַבְדָּלָה
אַבְדָּלָה אַבְדָּלָה, וְאַבְדָּלָה אַבְדָּלָה כְּשֶׁבְּרָא תְּבָדֵל אַבְדָּלָה
אַבְדָּלָה אַבְדָּלָה, וְאַבְדָּלָה אַבְדָּלָה כְּשֶׁבְּרָא תְּבָדֵל אַבְדָּלָה.

Mary River Inuit Training Project

The Mary River Project Inuit Training Project, which includes the Qikiqtani Skills and Training for Employment Program (QSTEP), has been expanded and will now continue for the life of the Mary River Project.

Training and employment are key direct benefits of the Mary River Project. If Baffinland does not meet their training and employment goals they will have to make payments to QIA. This is in addition to any compensation determined through the Measurable Objectives.

If Baffinland does not meet the training goals for one year they must provide QIA \$1.5 million dollars over 3 years (\$500,000/year) and fund an additional two QIA full-time staff positions.

If Baffinland does not meet the training goals for two years in a row, Baffinland must provide QIA \$3.75 million over 5 years (\$750,000/year).

QIA will use this money and staffing to expand and improve the delivery of training for Inuit, with the goal of increasing Inuit employment at the Mary River Project.

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EXISTING PROJECT FUNDS



Δέδεσμος Κύπρου στην Ελλάδα, πρότιστας η Ελλάδα στην Κύπρο. Οι δύο χώρες έχουν συμφωνήσει στην αποτίθεση της Κύπρου στην Ελλάδα, με την Ελλάδα να παίρνει την Κύπρο στην αποτίθεση της Ελλάδας στην Κύπρο.

Harvesters Enabling Program

To support harvesting, the Mary River IIBA gives 300 litres of gas per year to Inuit over the age of 12 living in Pond Inlet. This Program has been expanded and will now continue for the life of the Mary River Project.

If Steensby Inlet is developed as part of the Mary River Project, this Program will be expanded to include the communities of Igloolik, Sanirajak, Kimmirut, and Kinngait.

ለርንዲና የዕድልዎች ስራውን አገልግሎት ተስፋዎች

EXISTING PROJECT FUNDS



ስኋኑ የዕድልዎች ስራውን አገልግሎት

ማኅበር ማኅበር ማኅበር ማኅበር ማኅበር ማኅበር ማኅበር ማኅበር
\$200,000 የዕድልዎች ስኋኑ የዕድልዎች ስራውን አገልግሎት ተስፋዎች ሲሆን
አገልግሎት የዕድልዎች ስራውን አገልግሎት ተስፋዎች ሲሆን

አገልግሎት የዕድልዎች ስራውን አገልግሎት ተስፋዎች ሲሆን
አገልግሎት የዕድልዎች ስራውን አገልግሎት ተስፋዎች ሲሆን
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Wildlife Monitoring Program

The Mary River IIBA gives \$200,000 every year to the Wildlife Monitoring program for Pond Inlet. This Program has been expanded and will now continue for the life of the Mary River Project.

If Steensby Inlet is developed as part of the Mary River Project, this Program will be expanded to include the communities of Igloolik, Sanirajak, Kimmirut, and Kinngait.

Γ¢ΟΛC¢L¢ **‘�¢D¢A¢N¢A¢** **Δ¢L¢** **Λ¢L¢L¢N¢A¢**

POND INLET RESEARCH AND TRAINING FACILITY



‘�¢D¢A¢N¢A¢’ Λ¢L¢L¢N¢A¢S¢D¢S¢N¢Y¢T¢L¢H¢L¢ Δ¢B¢R¢S¢A¢C¢P¢ \$10 Γ¢D¢A¢ **Φ¢D¢L¢S¢** Μ¢L¢J¢
Δ¢M¢Δ¢ ‘�¢D¢A¢N¢A¢’ Δ¢L¢ **Λ¢L¢L¢N¢A¢** Γ¢ΟL¢C¢L¢.

Δ¢P¢C¢N¢J¢C¢D¢S¢A¢H¢U¢L¢N¢C¢A¢P¢ **Φ¢D¢R¢S¢Y¢L¢S¢A¢P¢** \$10 Γ¢D¢A¢ Μ¢ **Φ¢D¢L¢S¢** Ι¢A¢
Ω¢A¢Δ¢L¢N¢C¢D¢G¢C¢ **Λ¢L¢L¢N¢A¢** <¢Φ¢D¢U¢C¢D¢U¢E¢D¢C¢P¢ **Δ¢L¢** Η¢L¢D¢S¢H¢U¢L¢N¢C¢A¢S¢
Φ¢D¢R¢S¢Y¢L¢C¢D¢U¢E¢D¢C¢P¢.

Baffinland is already committed to contributing \$10 million towards a new Inuit Research and Training Facility in Pond Inlet.

A payment schedule for the \$10 million is now detailed to enable proper project planning and construction.

ΔມΔ¢ ዓርጊዣርወጥ¢ ለቁጥርበኩረጥ
ፈጥሮች ፊርማወጥሮች ስርዓት

IIBA IMPLEMENTATION COSTS



የየኩረጥ ሰው በርካታ እንዲከተላለሁት ሲሆን አገልግሎት የቅርቡ
ይርጊዣ ሰው ለነፃፍ የሚከተሉ ዝርዝር ማስቀመጥ ይችላል እና የቅርቡ
ማድረግ ለማስቀመጥ ሰው የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ

እኔ በርካታ እንዲከተላለሁት ሲሆን አገልግሎት የቅርቡ
ይርጊዣ ሰው ለማስቀመጥ ሰው የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ

ይርጊዣ ሰው ለማስቀመጥ ሰው የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ
የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ የቅርቡ

QIA spends considerable time and resources to ensure Inuit are receiving their entitled benefits under the Mary River Project IIBA.

Baffinland will now pay to cover QIA's costs for IIBA implementation through fixed, stable payments.

This will allow QIA to ensure there are the necessary staff to implement the IIBA, its programs, and maximize benefits to communities.

፳፻፲፭ የስራ ስራ ማመልከት አንቀጽ ተስፋ የሚያስፈልግ የሚገኘው የሚመለከት ማመልከት

ANNUAL RECLAMATION SECURITY REVIEW



የሸጋኑ ፈቃድ በርሃስ ማቅረብ ነው እና የሚከተሉት ደንብ የሚያሳይ ይገልጻል

Baffinland must set aside enough money (Reclamation Security) to ensure that the entire Mary River Project site will be cleaned up and restored when the project is completed.

QIA holds the Reclamation Security and cannot use this money for anything other than cleaning up the Mary River Project.

There have been disagreements on how much Reclamation Security is required, meaning QIA is not holding the proper amount of money for a long period.

If there is a future dispute, Baffinland will provide money equal to QIA's estimate, while the dispute is being settled, rather than not holding enough.

‘בָּםְדָּכְרַפְּכָרְכָ לְעֵזֶרֶתְּמִנְכָּגְדָּלְכָ ‘בָּמְדָּכְרַנְאַדְבָּסְמִגְּדָּלְכָ ‘בָּמְדָּכְרַנְאַדְבָּסְמִגְּדָּלְכָ

EVENTS OF DEFAULT



The Mary River Project is located on Inuit Owned Lands. QIA gives Baffinland access to this land through a Commercial Lease. The Commercial Lease and the IIBA are legally linked.

The Commercial Lease includes a list of Events of Default to ensure Baffinland delivers on their commitments to Inuit. If any of these events occur, QIA's obligations to Baffinland, and Baffinland's access to the Inuit Owned Land parcels will change.

The list of Events of Default will be expanded to better protect OIA and Inuit.



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Qikiqtani Inuit Association
