



360° of Value

2022 ESG Report

May 2023

Taseko

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Message from the CEO

We're proud to publish Taseko's fourth annual Environment, Social & Governance (ESG) Report in 2023. Titled **360° of Value**, this report describes our sustainability approach and performance for the 2022 calendar year – focusing on operational highlights from our foundational asset, the Gibraltar copper mine in British Columbia, and on our enterprise-wide ESG impact.

2022 was another profitable year for Taseko, and one in which the 97 million pounds of copper and 1.1 million pounds of molybdenum we produced made a substantial contribution to people and communities in Canada, the United States and around the world – including copper's critical role in the ongoing energy transition. We're proud of our business results and our social contributions, as well as the way we've managed the ESG impacts and risks inherent in delivering those benefits.

That's what **360° of Value** means to Taseko.

While profitable operations and a return on investment for shareholders are critical, so are all the other important values our work generates:

- well-paid jobs and career opportunities for our employees;

- healthy and safe workplaces that welcome a diversity of people and views;
 - support for vibrant communities and institutions;
 - conservation of important environmental values, such as biodiversity, wildlife and habitat, clean air and water;
 - meaningful partnerships with Indigenous people;
 - tax contributions to governments and the important health, education and other social services they provide;
- and, of course, the material benefit of our work,
- the copper and other metals we produce each day that play such an important role in the world and enhance quality of life.

When it comes to disclosure, 2022 marks the second consecutive year for which Taseko's ESG performance is being reported against the Sustainability Accounting Standards Board (SASB) framework. By following this leading, international reporting standard, readers can be assured that Taseko is reporting against the most critical ESG topics and metrics for the global mining sector, and

in a manner that provides consistency, transparency and comparability with our peers.

But our annual ESG report is not just an exercise in disclosing our performance against key sustainability criteria. It's also an opportunity to demonstrate all the ways in which we deliver **360° of Value**. This year's report also provides updates on the key ESG targets we set for ourselves last year. In my view, it's important not only to look backward at what we've achieved in the past, but also forward to what we wish to accomplish together in future.

The pages that follow outline important Taseko accomplishments over the past year. For instance:

- page 19 explains how we are one step closer to bringing North America's lowest GHG and energy intensity copper mine into production;
- pages 24 & 28 chronicle some of the innovative environmental programs and initiatives Taseko is pioneering at the Gibraltar Mine and other development properties; and,



Stuart McDonald
President and CEO

- pages 42 to 45 discuss Taseko's efforts to advance partnership discussions with Indigenous nations at our operating sites and development properties, including awarding contracts valued at more than \$84 million to Indigenous owned, partnered, or joint venture businesses.

While Taseko is proud of our work on sustainability, and the **360° of Value** it generates, our focus as a Company remains on operational excellence. We continue to believe that exceptional on-the-ground performance at our operating mines and development projects equates to exemplary ESG performance – and I believe that approach is clear in the pages that follow.

As we continue to grow, specifically by adding the ~85 million pounds of new, low-carbon copper production annually from our Florence Copper project in Arizona, so too will the benefits we share.

If you have questions or comments about Taseko's ESG performance, we'd like to hear from you at investor@tasekomines.com

A handwritten signature in dark ink, appearing to read 'Stuart McDonald', written in a cursive style.

Stuart McDonald
President and CEO



Our Company

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Taseko's 2022 Operational and Sustainability Highlights 7



Taseko Assets and Properties

Headquartered in Vancouver, British Columbia (BC), Canada, Taseko Mines Limited (Taseko) is a dynamic North American mining company driven to unlock the true value of copper for its investors, employees, communities, and for a complex and changing world.

As a leading producer of the metals our society requires to transition to a low-carbon future, Taseko recognizes opportunity and delivers value through developing and operating world-class copper mines and mineral properties in BC and Arizona.

Taseko's corporate strategy is to grow the company sustainably and profitably

by focusing on the continued operations of its foundational asset - the Gibraltar Mine - while also advancing its pipeline of high-quality advanced-stage development projects.

Located in south-central BC, the long-life, low-cost Gibraltar copper mine (87.5% owned by Taseko) is a state-of-the-art facility that has won numerous environmental and safety awards for operational excellence. It is the second largest open-pit copper mine in Canada, producing 97 million pounds of copper and 1.1 million pounds of molybdenum in 2022, while supporting a 700+ person workforce.

Taseko is also advancing the Florence Copper project in Arizona - a near-term copper producer with an unparalleled energy, water and GHG profile per unit of production. Florence Copper is a unique 'in-situ copper recovery' (ISCR) project which, once in production, will significantly increase Taseko's production of a key metal required for the energy transition, and decrease the company's enterprise-wide GHG intensity.

Other projects in Taseko's development pipeline include the Yellowhead copper and the Aley niobium projects.



Gibraltar Mine aerial view



Gibraltar Mine mill operator



Florence Copper Production Test Facility Wellfield

OPERATIONS

Gibraltar Mine

Mine Type: **Open-Pit Copper+Molybdenum** Mine Life: **22 Years** Avg. Annual Production: **129 M lbs Cu, 2.3 M lbs Mo** Total Employees: **720**

Located in south-central British Columbia, Taseko's Gibraltar Mine is Canada's second largest open-pit copper mine.

Gibraltar is a state-of-the-art, award-winning facility with a processing capacity of 85,000 tons-per-day and life of mine average annual copper production of 129 million pounds. It is the largest employer in the Cariboo region of BC, and has made important economic and social contributions to the local economy and local communities since 1972.

- Among the **MOST EFFICIENT** copper producers in the world
- Producing copper, an essential metal required to facilitate the world's transition to **RENEWABLE ENERGY** and a **LOW CARBON** future

"Technical Report on the Mineral Reserve Update at the Gibraltar Mine" dated March 30, 2022.



DEVELOPMENT PIPELINE

Florence Copper Project

Mine Type: **In-Situ Copper Recovery (ISCR)**
Mine Life: **22 Years**
Annual Production Capacity: **~85 M lbs Cu**
On-site Direct and Indirect Employment (forecast): **~250**

Florence Copper is an ISCR project with an unmatched energy, water and GHG profile per unit of production.

Located south of Phoenix, AZ, in the community of Florence, Florence Copper will be a significant employer in the region and the state, supporting more than 800 jobs in Arizona.

Construction of a commercial production facility at Florence is expected to commence in 2023. When operational, the facility will have a production capacity of ~85 million pounds of copper annually and a mine life of 22 years.

"NI 43-101 Technical Report, Florence Copper Project, Pinal County, Arizona" dated March 30, 2023

Yellowhead Project

Mine Type: **Open-Pit Copper (w/. Gold + Silver)**
Mine Life: **25 Years**
Avg. Annual Production: **180 M lbs Cu**

The Yellowhead property hosts a large copper deposit with potential to be a world-class, long-life, low-cost mine, creating economic value and community benefits for the Thompson-Nicola region of British Columbia for more than a generation.

Located near the community of Vavenby BC, the project is expected to be a 90,000 tonne-per-day open-pit copper mine with a 25-year mine life, creating ~600 full time positions at site.

"Technical Report on the Mineral Reserve Update at the Yellowhead Copper Project" dated January 16, 2020

Aley Project

Mine Type: **Open-Pit Niobium**
Mine Life: **24 Years**
Avg. Annual Production: **9 Million kgs Nb**

Taseko's Aley property in northeast BC hosts the largest undeveloped niobium deposit in the world.

Niobium is a 'critical mineral' used in the manufacture of high-strength low-alloy steels with a broad range of industrial, technological and medical applications, as well as in superalloys for jet engines, land-based turbines and other aerospace, military and energy applications. Niobium may also play a significant role in the evolution of fast-charging, high-power batteries for electric cars and trucks (EVs), rail operations and energy storage.

The Aley project provides a long-term, critical minerals opportunity for Taseko, its shareholders and the Omineca region of BC.

"Technical Report on Mineral Reserves at the Aley Project" dated October 30, 2014, amended and restated December 4, 2017

New Prosperity Project

Mine Type: **Open-Pit Copper + Gold**
Mine Life: **33 Years**

Taseko's New Prosperity property is located in south-central British Columbia and hosts one of the most significant copper and gold deposits in Canada.

In December 2019, the T̓silhqot̓in Nation, as represented by the T̓silhqot̓in National Government, and Taseko entered into a confidential dialogue, with the involvement of the Province of British Columbia, to try to obtain a long-term resolution of the conflict regarding New Prosperity, acknowledging Taseko's commercial interests and the T̓silhqot̓in Nation's opposition to the project.

Taseko's 2022 Operational and Sustainability Highlights

Operations

Gibraltar Mine

2022 Production

97 million
pounds Copper

1.1 million
pounds of Molybdenum

Florence Copper

August 2022, draft Underground Injection Control (UIC) permit issued by U.S. Environmental Protection Agency (EPA)

Environment

88,000
Trees Planted

51,090
Shrubs Planted

34 Ha
of Grass Seeded

- Florence Copper is expected to be the lowest CO₂ and energy intensity copper producer in North America
- Biological treatment studies for surplus water stored at Gibraltar Mine completed successfully
- Mammal eDNA study conducted at Yellowhead site
- Company-wide cultural awareness training conducted
- 153 community events

Social

779
Employees Enterprise-wide

172
New Hires Enterprise-wide

Local Employees

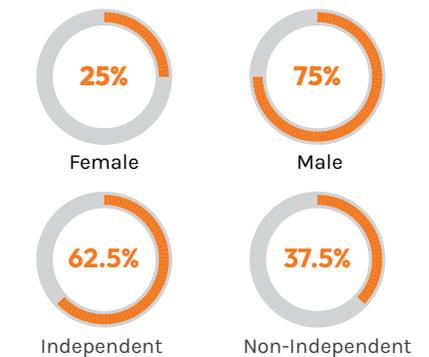


\$218,000
in Charitable Donations

- Williams Lake *Creating Opportunities Scholarship Program* Launched

Governance

Board Members



Sustainability

- ESG disclosure aligned with SASB (Sustainability Accounting Standards Board) Reporting Framework
- Contributions to 11 United Nations' Sustainable Development Goals



Taseko's Approach to Sustainability

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Copper and the Energy Transition **14**

ESG Goals **15**



Fertilizer application at Gibraltar Mine

Sustainability Approach



Gibraltar Mine

OUR CORE BUSINESS VALUES

Taseko pursues its goal of being a ‘best-in-class’ North American copper producer by remaining focused on its core business values, which include:

Operational Excellence

Taseko is a top-flight operator, whose exceptional on-the-ground performance translates into exemplary ESG performance.

Since 2005, Taseko has consistently and profitably operated the Gibraltar Mine. The efficient management of this foundational asset has ensured the mine has and will continue to operate through multiple commodity cycles, thereby generating stable and reliable benefits for all stakeholders.

Taseko is committed to the highest standards of operational health and safety for our workforce, to environmental stewardship and progressive reclamation, and to creating meaningful and mutually beneficial relationships with local communities - including our Indigenous neighbours.

Focused in North America

At all of its operating sites and development projects, Taseko embraces the high regulatory standards and public expectations of North American governments, local and Indigenous communities and workers.

Taseko’s business and investments are focused on North American operations and projects, with assets located in Canada and the United States. These jurisdictions enforce some of the highest environmental, regulatory, health and safety standards in the world, while offering political stability, rule of law, a skilled and educated workforce, infrastructure, and robust civil society.

Focused on Copper

Taseko is making a meaningful contribution to the global challenge to address climate change.

Taseko’s production profile is focused on copper and other critical minerals required for the energy transition. Copper, the fundamental and irreplaceable material for facilitating the world’s transition to a low carbon future, is essential for all forms of renewable energy and electrification - including wind turbines, solar arrays, electric vehicles and for energy distribution and transmission. Demand for copper is expected to continue to grow in the years ahead, as demand for these energy sources and applications also increases.

OUR SUSTAINABILITY APPROACH



DELIVERING 360° OF VALUE

At Taseko, we are driven to unlock the true value of copper for our investors, our employees and communities, and for a complex and changing world.

By recognizing and delivering opportunity, we deliver **360° of Value**.

The Environment

- Producer of critical metals that facilitate key societal benefits – including low-carbon energy, electrification infrastructure, transit and transportation, and housing
- Committed to environmental stewardship, preserving biodiversity and wildlife habitat, clean air and water, and progressive reclamation

Our Employees, The Community and Society

- Providing well-paid jobs and family-supporting income
- Delivering a healthy and safe work environment
- Creating positive well-being for individuals and families
- Offering a fair, diverse and open workplace
- Generating tax revenue to support public needs – including health, education and community services
- Supporting public priorities, including Reconciliation with Indigenous people
- Encouraging healthy communities by supporting local charities and organizations

Our Business Partners

- Providing business revenues for contractors and suppliers, including Indigenous enterprises
- Generating profits and return on investment for investors, bond-holders and joint venture partners
- Partnering with industry and trade associations to support sectoral advancement and public education

SUSTAINABLE DEVELOPMENT GOALS + 360° VALUE

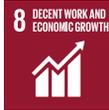
Adopted by all United Nations' Member States in 2015, the United Nations Sustainable Development Goals (SDGs) are part of the UN's 2030 Agenda for Sustainable Development. The 17 goals provide a shared blueprint for sustainability, encouraging all countries – developed and developing – to work in global partnership to take action.

As a result of Taseko operations, business activities and the community initiatives we support, our company is contributing to the advancement of multiple UN SDGs. Taseko's corporate policies and business practices contribute to SDGs in the following ways:

The Environment

SDG	Business Practices	More Info
	<ul style="list-style-type: none"> Permitting and future development of a water treatment plant at Gibraltar 	Page 23, 24
	<ul style="list-style-type: none"> Producing metals that society requires 	Page 14
	<ul style="list-style-type: none"> Energy Management Policy Achieving low GHG and energy intensity at Florence Copper Producing copper and other metals required for the energy transition 	Page 14, 17, 18, 19
	<ul style="list-style-type: none"> Environmental Policy Commitment to progressive reclamation and preservation of biodiversity 	Page 12, 22, 23, 24, 26-29

Our Employees, The Community and Society

SDG	Business Practices	More Info	
	<ul style="list-style-type: none"> Local procurement and hiring practices Providing competitive wages and benefits 	Page 32, 33, 36, 37, 38	
	<ul style="list-style-type: none"> Health and Safety Policy Providing competitive wages and benefits Commitment to community health and wellness through donations to local organizations Generating government revenues to support public services 	Page 12, 13, 34, 37, 38	
		<ul style="list-style-type: none"> Workplace Conduct and Harassment policy Building a diverse workforce and Board of Directors 	Page 32, 33, 48, 49
	<ul style="list-style-type: none"> Local hiring and procurement Investing in local communities through memberships, sponsorships, and donations 	Page 13, 32, 33, 36, 37, 38	
	<ul style="list-style-type: none"> Local hiring and procurement Investing in local communities through memberships, sponsorships, and donations Commitment to develop Indigenous relationships contributing to Reconciliation 	Page 12, 13, 36-40, 42-46	

Our Business Partners

SDG	Business Practices	More Info
	<ul style="list-style-type: none"> Indigenous Peoples Policy - commitment to developing Indigenous relationships, and contributing to Reconciliation Practicing strong Corporate Governance, with policies such as Code of Ethics, Anti-Corruption, and Whistleblower Policy 	Page 12, 36, 37, 42-46, 48, 49

CORPORATE POLICIES

Consistent with Taseko's approach to sustainability, the company observes and enforces the following fundamental Corporate Policies:

Health and Safety Policy



Taseko is committed to providing and maintaining safe and healthy working conditions, and establishing operating practices that safeguard employees and physical assets.

Environmental Policy



Taseko is committed to developing effective and efficient measures to improve protection of the environment, based on sound science.

Indigenous Peoples Policy



Taseko is committed to supporting and encouraging Reconciliation, creating mutually beneficial relationships and community success, which may include support for development programs in education, training, health, culture, employment and business development.

TASEKO ESG DISCLOSURE ALIGNED WITH SASB REPORTING FRAMEWORK



The Sustainability Accounting Standards Board (SASB) is a leading international ESG reporting standard that aims to improve and standardize industry-specific disclosure of financially material sustainability information. The SASB metrics and methodology provide material information to investors that is relevant to the mining industry.

For the second reporting year, Taseko's ESG disclosures have been mapped using the SASB standard. The company continues to assess investor, regulator and public expectations with respect to ESG disclosure, and to evaluate reporting systems and standards that are relevant to our business and align with our approach to ESG performance and disclosure.

Taseko continues to believe SASB is the most appropriate system to guide its ESG disclosure given its focus on key sectoral risks, on generating value and benefits for stakeholders, and concentrating reporting on the metrics that matter most.



Williams Lake Visitor Centre and Chamber of Commerce

INDUSTRY INVOLVEMENT

Taseko is active in business and industry associations on a local, provincial/state and federal level through memberships, sponsorships, and participation in committees and working groups. The company is an active participant with the following trade associations and community organizations:

- 100 Mile House Chamber of Commerce
- American Legion Auxiliary
- Arizona Chamber of Commerce
- Arizona Mining Association
- Arizona Forward
- BC Technical and Research Committee on Reclamation
- Canadian Institute of Mining (National)
- Canadian Institute of Mining (North-Central)
- Canadian Institute of Mining (South-Central)
- Canadian Institute of Mining (Vancouver)
- Canadian Mining Games
- Central Arizona College Foundation
- Centre of Training Excellence in Mining
- Coolidge Chamber of Commerce
- Florence Rotary
- Greater Florence Chamber of Commerce
- Mining Association of BC
- Mining Foundation of the Southwest
- National Mining Association
- Pinal Alliance
- Pinal Historical Society
- Quesnel Chamber of Commerce
- Williams Lake Chamber of Commerce
- Society for Mining, Metallurgy and Exploration
- Southern Arizona Business Coalition
- University of British Columbia Industry Advisory Committee

Copper and the Energy Transition

A Critical Component for the Energy Transition

While copper is an essential metal for our everyday lives, it has also become increasingly important as a foundational material for the world's transition to a low-carbon future.

The production, transmission and distribution of renewable energy and the manufacture of associated technologies – such as solar arrays, wind turbines and electric vehicles – simply could not be undertaken without copper. Due to its conductivity, its ductility and cost, there is currently no viable alternative to copper in many electrical applications.

In addition, copper is 100% recyclable and therefore sustainable in itself!



Copper Supply Hangs in the Balance



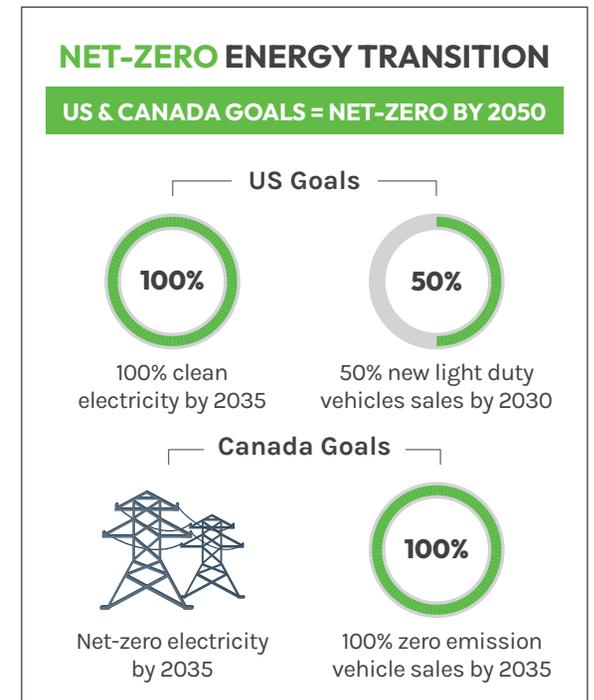
In 2022, market intelligence experts at S&P Global published a landmark study on copper and the critical role it will play in helping transition the world to a low-carbon future.

Titled, ‘*The Future of Copper: Will the looming supply gap short-circuit the energy transition?*’, the S&P Global report was co-sponsored by Taseko and a consortium of 14 global copper companies. In addition to predicting a doubling of worldwide copper demand by 2035, the experts at S&P Global warn that unprecedented copper supply shortfalls could develop in the years ahead that will have serious consequences for the global economy, and even threaten efforts to combat climate change.

The potential for copper shortages to occur in the years ahead may challenge the efforts of Canada and the United States to achieve net-zero goals, as outlined below.

Key findings from *The Future of Copper* study include:

- Worldwide copper demand is forecast to grow from 25 million metric tons (MMt) in 2021 to 50 MMt by 2035, a record-high level that will continue to rise to 53 MMt by 2050.
- Copper supply shortfalls are predicted to begin in 2025 and persist through most of the following decade. The worldwide copper supply gap could reach an unprecedented 9.9 MMt by 2035.
- Copper scarcity may emerge as a key destabilizing threat to international security, and place unprecedented strains on global supply chains.
- Domestic copper production accounts for about half of U.S. requirements today. By 2035, the country is expected to rely on foreign producers for 57 - 67% of its annual copper needs.



ESG Goals

Taseko has set the following long-term ESG goals for its operations:

TOPIC	GOAL	2022 UPDATE	STATUS
Energy Management and GHG Emissions 	<p>Enhance disclosure of Taseko's greenhouse gas (GHG) emissions within one year by publishing enterprise-wide GHG emissions in 2022 (and thereafter) consistent with the Canadian Securities Administrators' (CSA) proposed National Instrument 51-107 (Disclosure of Climate-Related Matters).</p>	<p>Scope 1 GHG emissions for Taseko operations is included in this report as per CSA requirements. See page 17 for more.</p>	<p>✓ Completed and ongoing</p>
	<p>Achieve full commercial production at Florence Copper in Arizona, which is expected to be the lowest carbon intensity and lowest energy intensity primary copper producer in North America.</p>	<p>Taseko is awaiting a final Underground Injection Control (UIC) permit for Florence Copper. Construction will commence once the permit is issued. See page 19 for more.</p>	<p>✓ On-track</p>
Water Management 	<p>Permit, construct and begin operating a water treatment plant at the Gibraltar Mine to contribute to the reduction of surplus water stored on-site.</p>	<p>Screening of permit application for the proposed water treatment plant at Gibraltar has been completed, and the application now has entered the review phase.</p>	<p>✓ On-track</p>
	<p>Following the onset of commercial production at Florence Copper, investigate treatment options and secondary uses for surplus water with the goal of achieving 50% 'beneficial use' of surplus process water.</p>	<p>Internal planning to be initiated in 2023 to investigate additional water management options to allow beneficial use of recycled process water.</p>	<p>✓ On-track</p>
Reclamation and Biodiversity 	<p>Through research initiatives and engagement with local First Nations, optimize the Gibraltar closure plan to return land disturbed by mining to a beneficial state that will support native flora and fauna post-mining.</p>	<p>In 2022, Gibraltar Mine reclaimed three hectares of land; a total of 17,930 trees and 51,090 shrubs were planted, and 34 hectares was seeded. Gibraltar has disturbed a total of 375 hectares of land since 2014 and reclaimed 119 hectares through its progressive reclamation program. See page 26 for more.</p>	<p>✓ Ongoing</p>

Environment

Energy Management and GHG Emissions **17**

Tailings Storage Facility and Waste Management **21**

Water Management **23**

Air Quality **25**

Biodiversity **26**

Taseko's approach to environmental management contributes to the following *United Nations Sustainable Development Goals*:



Energy Management and GHG Emissions

KEY POINTS

- Electrical power utilized at Taseko's Gibraltar Mine is 98% renewable (BC Hydro)
- Florence Copper is expected to be the lowest carbon and energy intensive primary copper producer in North America

Key Policies and Plans

- Energy Management Policy

Key Regulations or Standards

- Canadian Environmental Protection Act, 1999, Section 46
- British Columbia Greenhouse Gas Industrial Reporting and Control Act
- British Columbia Reg 249/2015: Greenhouse Gas Emission Reporting Regulation

Internal or External Evaluation Processes/Policies

- Gibraltar Internal Energy Audit
- 3rd Party External GHG Verification Audit



Management Approach

Taseko consistently looks for opportunities to reduce its energy consumption and improve efficiencies at Gibraltar, with all new projects undertaken incorporating best available technologies for energy efficiency.

Taseko's focus on maximizing production and operational performance means that improving energy efficiency is engrained in the operating culture of Gibraltar. Continuous improvement in energy efficiency is an important component of our success.

External Reporting

Gibraltar develops comprehensive annual GHG reports, which are audited and independently verified by Ruby Canyon Environmental. The reports are provided to BC Hydro as part of Taseko's annual Strategic Energy Management Plan reporting. Emissions are also reported federally as per the Canadian Environmental Protection Act, and provincially as per the Greenhouse Gas Industrial Reporting and Control Act Greenhouse Gas Emission Reporting Regulation.

PERFORMANCE

Energy Consumption (GJ)		
Grid Electricity	1,869,469	
Natural Gas	171,957	
Gasoline	38,689	
Propane	610.88	
Diesel	1,626,624	
Total	3,707,350	

% Energy from Grid Electricity 44%

% Energy Consumed from Renewable Energy Sources 50%

t CO₂e - Scope 1 124,365

t CO₂e/t CuEq - Scope 1 2.62

% of Scope 1 Covered Under Emissions-Limiting Regulations 100%

t CO₂e - Scope 2 5,972

t CO₂e/t CuEq - Scope 2 0.13

FEATURE STORY
**Gibraltar East Pit
Dewatering Project**



Gibraltar East pit

Taseko commissioned the Gibraltar East pit dewatering project on July 21, 2021, with a system consisting of three pumping stations and an installed power of 7200HP. While a diesel electric system was initially considered for the project due to site power considerations, a full electric system designed to reduce Gibraltar's carbon footprint in keeping with Taseko's energy management policy and greenhouse emission minimization goals was ultimately selected.

The company constantly monitors the total energy consumed by the Gibraltar East dewatering system, using four electricity meters on the incoming substation.

2022 was the first full year of system implementation and resulted in ~11,000 tonnes of CO₂e equivalent (CO₂e) emissions avoided. The lifespan of the project is three years, which will result in the avoidance of a total estimated 33,000 tonnes of CO₂e released to the environment as compared to the Diesel Hybrid system base case scenario.

11,000

Tonnes CO₂e emissions avoided annually

33,000

Tonnes CO₂e emissions avoided over course of the project

FEATURE STORY
**Gibraltar Commuter Bus,
Saves GHG Emissions**



29,000

Passenger trips



310,848

Total kilometres travelled



531 Tonnes

CO₂e emissions avoided annually

Staff at the Gibraltar Mine are offered bus transportation for the commute from Williams Lake and Quesnel to the mine site.

In 2022, this service drove a total of 310,848 kilometres equating to 29,000 passenger trips.

If these passengers instead used personal transport, the total distance traveled would be 3,654,000 kilometres. Thus Gibraltar avoided 531 tonnes of CO₂e emissions being released to the environment.



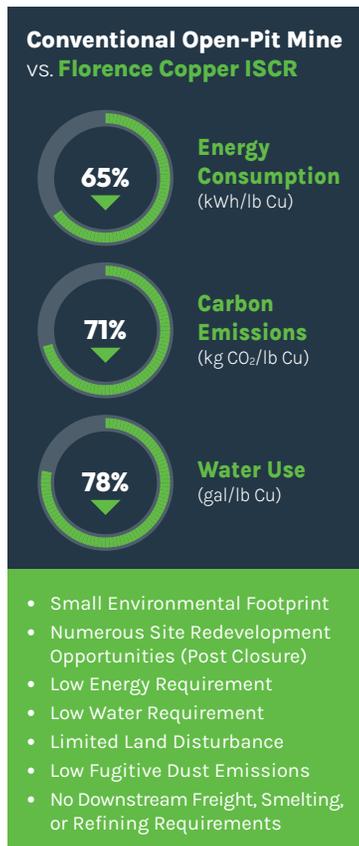
Gibraltar commuter buses

FEATURE STORY

Florence Copper will be one of the world's most efficient copper producers

Taseko's Florence Copper project in central Arizona is expected to be the next producing copper mine in the United States, utilizing a unique 'in-situ copper recovery' extraction method and SX/EW processing to produce LME grade A copper cathode on-site.

Environmental Advantages of In-situ Copper Recovery (ISCR)

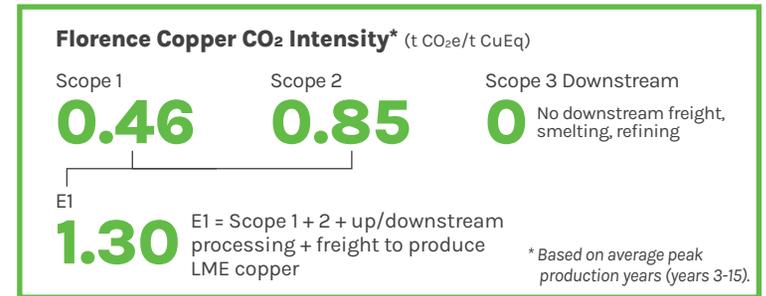


Florence Copper is not a typical mining operation. Rather, it employs in-situ copper recovery (ISCR), a low-impact copper extraction method that has long-term environmental benefits. There is no open-pit excavation, no waste rock piles, heap leach piles or tailings storage areas, resulting in a much smaller footprint that does not significantly alter the site topography.

In addition, Florence Copper does not require blasting, loading, hauling, dumping, crushing or conveying of mineralized material, resulting in 71% fewer carbon emissions, 65% less energy and 78% less water consumed per pound of copper produced as compared to conventional open-pit copper mines in Arizona.

In the ISCR process, a low-pH solution is injected into a naturally fractured copper orebody via a series of injection wells, causing copper minerals to dissolve into solution prior to being pumped to surface through extraction recovery wells. Hydraulic control of solution is maintained through carefully calibrated pumping rates and verified with monitoring and compliance wells. At surface, the copper-bearing solution is processed through an SX/EW plant to produce copper cathode sheets at site.

At full commercial production, refined copper produced at Florence Copper is expected to have the lowest energy- and GHG-intensity per unit of production among primary copper producers in North America, based on 2022 reporting.



Skarn Associates (Skarn) is a leading provider of ESG data for the global mining and minerals sector, publishing annual greenhouse gas (GHG) and energy-intensity performance data for producers of copper and other commodities. Many of the world's leading mining companies and financial institutions subscribe to Skarn's GHG Intensity Curve for mineral producers, including Taseko.

Accordingly, Taseko calculates and discloses GHG intensity for both its current and future operations consistent with Skarn's methodology, reported as total tonnes of CO₂ equivalent emissions per tonne of copper equivalent metal produced (t CO₂/t CuEq).

According to Skarn: "Scope 1 (Direct) Greenhouse Gas Emissions are

derived from sources that are owned or controlled by the reporting organisation – often to the 'mine gate' boundary."

"Scope 2 (Indirect) Greenhouse Gas Emissions are generated at sources owned or controlled by another organisation. This is generally electricity purchased by the mine... from the grid."

In addition, Skarn's GHG Intensity Curve for copper producers includes what it calls E1 emissions– the combined total of Scope 1 and Scope 2 emissions plus downstream emissions associated with the transport of mineral concentrate and the smelting and refining of copper metal. A copper producer or copper mine's E1 emissions can also defined as all emissions required to produce LME metal.

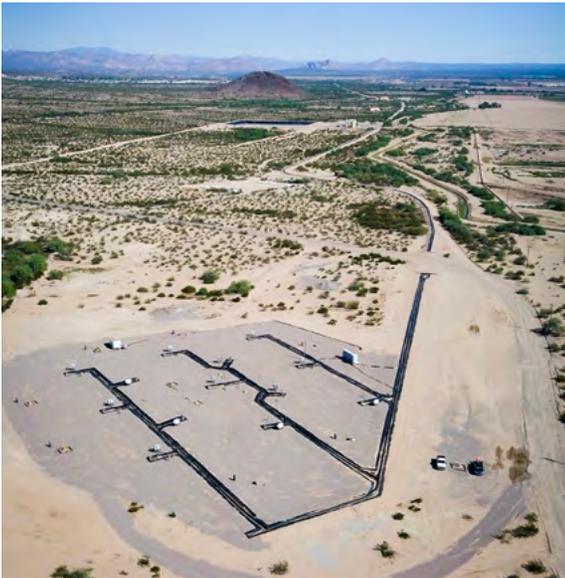
Florence Copper will produce LME Grade A copper cathode on site, thereby eliminating the requirement for shipping of mineral concentrate or downstream smelting/refining to produce copper metal. Accordingly, Florence Copper's E1 emissions are equal to its Scope 1 & Scope 2 emissions.

FEATURE STORY

Florence Copper Recognized for Environmental Excellence



Florence Copper staff and Florence Town officials celebrating Arizona Forward nominations



Florence Copper Production Test Facility Well Field

Award Recognition

Taseko successfully operated a Production Test Facility (PTF) at Florence Copper in 2019 and 2020, producing more than one million pounds of copper. The environmental success of the PTF was highlighted when Florence Copper was nominated for two prestigious environmental excellence awards from *Arizona Forward* in the categories of ‘Circular Economy Solutions’ and ‘Technology Innovation’.



Arizona Forward brings together business and civic leaders throughout the state of Arizona to promote efforts to improve environmental sustainability and economic vitality. The organization’s 40th annual awards presentation was held on March 19, 2022, and Florence Copper was named a finalist in both categories due to the success of its PTF.

Next Steps

The next step in Florence Copper’s development is commercial operation.

Florence Copper has received a final Aquifer Protection Permit from the Arizona Department of Environmental Quality, and was issued a draft Underground Injection Control (UIC) permit in August 2022 from the US EPA. This triggered a 45-day public comment period that demonstrated overwhelming public support for the project, with more than 98% of comments submitted in support of the project.

Taseko expects a final UIC permit to be issued in 2023. Construction of a full-scale operating facility is expected to commence shortly following permit issuance.

Tailings Storage Facility and Waste Management

KEY POINTS

- Taseko observes best TSF operating practices
- Strong TSF governance, monitoring and reporting structures and systems
- TSF technical elements comply with the ICMM Global Industry Standard for Tailings Management

Key Policies and Plans

- Gibraltar Site-wide Water Management Plan
- Gibraltar Site-Wide Mitigation Plan
- Gibraltar Life of Mine Tailings Management Plan
- Gibraltar TSF Water Balance/ Management Plan
- Gibraltar Operation, Maintenance and Surveillance Plan
- Gibraltar TSF Risk Management Plan
- Gibraltar Emergency Response Plan

Key Regulations or Standards

- Environmental Management Act Effluent Permit PE-416
- Mines Act RSBC Permit M-40
- Health, Safety and Reclamation Code for Mines in BC
- Canadian Dam Safety Guidelines
- British Columbia Dam Safety Regulation
- Environmental Management Act Part 2, Section 14; Industrial Landfill and Controlled Open Burning

Internal or External Evaluation Processes/Policies

- Daily Operator Checks
- Weekly Tailings Review Meetings
- Monthly Surveillance Review Reporting
- Annual Independent Tailings Review Board (ITRB)
- Spring and Fall Dam Safety Inspections
- Annual Dam Safety Inspection Reporting
- Dam Safety Review (every five years)
- Regulatory (EMLI) Geotechnical Inspections
- Engineer of Record
- Tailings Qualified Person
- Monthly Managers Report
- Quarterly Executive Review



Gibraltar Tailings Storage Facility

Management Approach

Tailings Storage Facility

Taseko operates and manages one tailings storage facility (TSF), which is located at Gibraltar. The main embankment, on the west side of the facility, consists of the downstream and centreline-constructed Cyclone Sand Dam as well as the North Earthfill Dam. Stored water, located at the east end of the facility, is retained by a conventional water retaining dam known as the East Saddle Dam. The Step-Back Embankment is located upstream of the Cyclone Sand Dam and the North Earthfill Dam crests. Current tailings deposition methodology utilizes cyclone underflow material to stack dewatered coarse tailings between the Step-Back Embankment and the stored water.

The design, operation, and monitoring of the TSF are managed through Gibraltar's Tailings Management System (TMS) to ensure the safe operation of the facility and compliance with relevant permits and regulations. The TMS is part of the Gibraltar site's overarching Environmental Management System

(EMS), and includes a Tailings Storage Facility Operation, Maintenance and Surveillance Manual (OMS), which outlines roles and responsibilities, and the requirements to ensure safe operation of the facility. The TMS also includes a TSF Emergency Preparedness Plan as part of the overall site Emergency Response Plan.

The Gibraltar TSF has several layers of oversight in place including an internal TSF Qualified Person, an external Engineer of Record (EOR), an Independent Tailings Review Board (ITRB) as well as corporate and regulatory oversight. Trained operators and technical staff operate and monitor the facility on an ongoing basis in accordance with the OMS.

In addition, third-party inspections and reviews – such as the internal Dam Safety Inspection by the EOR (annual), Independent Dam Safety Review (every five years), and ITRB assessment (annual) – are fundamental to the ongoing successful operation of the TSF.

The Gibraltar TSF is operated in conformance with the Health, Safety and Reclamation Code for Mines in British Columbia and follows multiple industry best practice standards to ensure the TSF is operated in the safest manner possible.

The International Council on Metals and Mining's (ICMM) Global Industry Standard for Tailings Management sets out a global industry benchmark to achieve strong social, environmental, and technical outcomes for the safe management of tailings facilities. Klohn Crippen Berger, Gibraltar's Engineer of Record, audited Gibraltar's TSF management protocols, practices and operational performance and developed a compliance checklist. The results of Klohn Crippen Berger's 2022 review confirms that operating practices at Gibraltar is TSF are in conformance with the technical elements of ICMM's Global Industry Standard.

In addition, Taseko manages the Gibraltar tailings storage facility in conformance with the Mining Association of Canada's 'A Guide to the Management of Tailings Facilities' (2011).

TAILINGS STORAGE INVENTORY TABLE

Facility Name	Gibraltar Mine TSF
Location	Gibraltar Mine
Ownership Status	Operator
Operational Status	Active
Construction Method	<ul style="list-style-type: none"> • Main Embankment: <ul style="list-style-type: none"> – Cyclone Sand Dam: downstream / centreline – North Earthfill Dam: downstream / modified upstream • East Saddle Dam: downstream • Step-Back Embankment: upstream (cyclone underflow deposition)
Maximum Permitted Storage Capacity (metric tons)	757 million metric tonnes (dry)
Current Amount of Tailings Stored (metric tons)	617 million metric tonnes (dry)
Consequence Classification	Extreme
Date of Most Recent Independent Technical Review	August 30-31, 2022 (ITRB)
Material Findings	No
Mitigation Measures	<ul style="list-style-type: none"> • Mitigation Measure - Not required. No material findings from report. • Management Approach - Movement of water to Granite Pit.

Waste Management

Wood, metal and municipal solid wastes generated at Gibraltar are stored in designated areas for sorting and subsequent recycling or responsible disposal. Metal waste may be stored for later use or taken off-site and sold as scrap for recycling. Municipal solid waste is disposed of at the Cariboo Regional District landfill.

Hazardous wastes are managed to align with federal and provincial law and regulations, supplemented by specific company operating procedures. Waste manifests are maintained, and products tracked throughout their life cycle on the property. Hydrocarbon contaminated soils are removed from site and managed by a certified waste contractor.

PERFORMANCE

	Recycled	Disposed through Waste Contractor ¹
Non-mineral Waste		
Cardboard (KG)	19,450	
Paper (KG)	14,555	
E-waste (KG)	324	
Waste Tires (Count)	1,669	
Steel (KG)	4,560,262	
Misc. Waste (L)		205
Hazardous Waste		
Oil Filters (KG)	18,700	
Waste oil (L)	210,525	
Grease/Oil Products ² (L)	213,975	
Glycol (L)		4,000
Batteries (KG)	10,720	
Misc. Hydrocarbons ³ (L)		0

Notes:

1. Waste contractor recycled or disposed items.
2. Grease/Oil products include - used grease, absorbents, oily water, oily dirt and grease tubes.
3. Waste fuel, solvents, etc.

Water Management

KEY POINTS

- Successful pilot test of biological treatment of nitrate in Gibraltar tailings supernatant
- Full-scale implementation of in-situ biological treatment within Gibraltar TSF planned for spring 2023
- Permitting of a reverse osmosis water treatment plant at Gibraltar is underway
- 0% water withdrawn from areas of high baseline water stress

Key Policies and Plans

- Environmental Policy
- Site Wide Water Management Plan
- Environmental Management System
- Fraser River Trigger Response Plan
- Groundwater Trigger Response Plan
- Metal Leaching/Acid Rock Drainage Monitoring Plan
- Mine Surface Water and Groundwater Monitoring Plan
- Nitrogen Management Plan
- Adaptive Management Plan

Key Regulations or Standards

- Effluent Permit PE-416 administered under the Environmental Management Act
- Federal Fisheries Act, and Metal and Diamond Mining Effluent Regulations
- M-40 Permit issued under Section 10 of Mines Act RSBC
- Guidelines for Metal Leaching and Acid Rock Drainage at Mine Sites in British Columbia
- Clean Drinking Water Act
- Underground Injection Control Regulations
- Arizona Laws > Title 49 > Chapter 2 > Article 3 – Aquifer Protection Permit

Internal or External Evaluation Processes/Policies

- Technical Advisory Committee
- Klohn Crippen Berger Ltd (KCB) Mine Water Management (MWM) Structures Annual Inspection
- Environmental Sampling, Monitoring, Data Handling and Reporting Protocols Manual
- Environmental Inspection Sheets
- Monthly Managers Report

Management Approach

An ongoing, comprehensive environmental monitoring program at Gibraltar ensures that all water-related conditions of operational permits issued by the British Columbia Ministry of Environment and Climate Change Strategy are met. Sample collection methodologies align with procedures developed in the British Columbia Field Sampling Guidelines (2013) and are performed by trained environmental personnel.



Gibraltar's Tailings Storage Facility

Clean water is kept clean through diversions that direct it away from operations to natural water courses. Contact water that has been affected by operations is captured and safely stored within the TSF and inactive pits, for use in the milling process.

Currently more than 100 Mm³ of water is stored on site at Gibraltar. Water that is surplus to the mine's processing needs is discharged to the environment

via the Fraser River under strict permit conditions. Recently, nitrate levels of water stored in Gibraltar's tailings impoundment have exceeded permit conditions and consequently, discharge has been curtailed.

In 2022, Taseko conducted a successful pilot test of biological treatment of nitrate in tailings supernatant. Full-scale implementation of in-situ biological treatment within the TSF is scheduled to begin in the spring of 2023, which is planned

to reduce nitrate levels to well below discharge permit limits and allow the restart of the Fraser River discharge. See Feature Story on page 24 for more details.

Gibraltar also continues to pursue permitting of a reverse osmosis water treatment plant as an additional tool to address surplus water stored at the mine.

FEATURE STORY Drone Water Sampling

For the first time in Canada, water sampling by drone was carried out at Gibraltar Mine in 2022. As part of the mine's stringent permit requirements, regular water samples must be collected across the mine site. Sometimes, these locations, like Granite Pit Lake, are difficult or unsafe to access. As drones are regularly used on site for surveying and photo imagery, site personnel considered using drones for water sampling in challenging locations.

The concept was successfully tested by attaching a HydraSleeve sampler (a long plastic bag with a check valve at top) to the bottom of a drone, flying it to the desired location in Granite Pit Lake and lowering it into the water to be filled. The drone was then flown back to the launch location and the HydraSleeve drained into sample bottles. The disposable, single-use HydraSleeve is replaced, and the process repeated as required.



Gibraltar personnel draining water from HydraSleeve



Gibraltar personnel flying water sampling drone

This water sampling technique has been proven to be safe and effective.

FEATURE STORY Gibraltar to Employ Biological Treatment to Achieve Permitted Water Quality Discharge Limits

Biological treatment is a well-established methodology for treating nitrate and nitrite levels in wastewater and has been used to address a variety of water quality issues at mine sites where appropriate conditions exist. By encouraging the growth of naturally occurring micro-organisms in a reducing (low oxygen) environment, the process converts troublesome contaminants to benign chemical compounds without any adverse impacts to chemistry or generation of waste streams.

Nitrate levels in the water stored within Gibraltar's TSF have recently become elevated. As a result, the permitted discharge of surplus water into the Fraser River was paused.

In 2022, Taseko engaged consultants to determine if biological treatment could provide a solution to elevated nitrate levels within Gibraltar's tailings water. Analysis of the Gibraltar tailings sediment and water confirmed the presence of suitable micro-organisms which can facilitate nitrate reduction. Laboratory pilot testing, conducted using multiple carbon sources, confirmed that ethanol was the most favourable carbon source for encouraging microbial growth and achieving tailings water quality that meets permitted discharge requirements.



Environmental team sampling water from the Gibraltar Tailings Storage Facility (TSF)

A full-scale implementation of this biological treatment within the Gibraltar TSF is planned for spring 2023. It will involve distribution of ethanol via an HDPE pipeline into the low oxygen zone of the stored water, along with extensive monitoring of relevant parameters.

Once nitrate and nitrite levels decrease below permitted discharge limits, Gibraltar can resume its annual discharge of surplus water in accordance with its stringent Fraser River discharge permit.

Air Quality

KEY POINTS

- Full compliance with federal and provincial laws and regulations
- No major air emissions
- Robust dust management plan in place

Key Policies and Plans

- Fugitive Dust Management Plan

Key Regulations or Standards

- Canadian Environmental Protection Act
- Environmental Management Act (Part 2 Section 14)
- British Columbia Ministry of the Environment Permit PA-1595
- Mines Act Permit M-40
- National Ambient Air Quality Objectives
- British Columbia Ministry of Environment Air Quality Objectives
- National Pollutant Releases Inventory
- Air Quality Control District (PACQCD) Code of Regulations

Internal or External Evaluation Processes/Policies

- Dust Monitoring Program
- Soil and Vegetation Monitoring
- Various Research Trials and Programs

Management Approach

Gibraltar adheres to all federal and provincial laws, regulations and guidelines regarding air quality, with the goal to minimize the risk of air quality impacts to human health and the environment.

The Gibraltar Mine does not generate any major air emissions. Minor emissions are generated through dust - including dust from driving on unpaved roads, blasting activities and rail loading. Assessing potential risks to the environment and human health arising from dust must consider the volume of dust in the air, duration of time it is in the air and sensitivity of the receiving environment.

Monitoring is conducted to assess the effectiveness of Gibraltar's Fugitive Dust Management Plan. Inspections are carried out monthly by Gibraltar's Environment Department, in addition to sampling and quarterly/annual reporting to the provincial Environment Ministry, as per Gibraltar's permit requirements.

Fugitive Dust Plan

Gibraltar's Fugitive Dust Management Plan guides dust management activities on-site. The Gibraltar plan was developed by a qualified professional. Some of the site-specific operational controls are:

- using water injected drills;
- blasting during favourable weather conditions, when possible;
- minimizing drop height of material when loading ore into haul trucks;
- grading and maintaining haul roads, including adequate sheeting with crushed and aggregate rock;
- operating two dedicated water trucks in dry, windy conditions during the summer months;
- progressive reclamation of waste rock dumps, in line with Gibraltar's reclamation plan;
- minimizing areas of new disturbance;
- enclosing ball mills and SAG mills within the mill building, and employing a wet grinding process;
- enclosing coarse ore transfer conveyors;
- controlling dust emissions from mine facilities and access roads;
- identifying sources of dust and implementing activity-based effectiveness monitoring programs;
- addressing specific environmental and site conditions that may result in generation of dust and implementing proactive reporting procedures;
- implementing contingency plans to address circumstances where prescribed dust control measures are ineffective or inoperable;
- seeding and fertilizing of the TSF cyclone sand annually; and
- planning site-wide dust suppression.



Air quality sampling at Gibraltar

Biodiversity

KEY POINTS

- Positively contribute to the conservation of biological diversity through all stages of the mining lifecycle
- No projects located in endangered species' habitat
- Unique copper extraction method at Florence Copper ensures minimal disturbance during operations

Key Policies and Plans

- Wildlife Management Plan
- Vegetation Management Plan

Key Regulations or Standards

- Health, Safety and Reclamation Code for Mines in British Columbia
- Mine's Act Permit M-40
- British Columbia Ministry of Environment and Climate Change Strategy; Wildlife Act
- British Columbia Ministry of Forests, Lands and Natural Resources Operations; Forestry Act
- Federal Migratory Birds Convention Act
- Federal Species at Risk Act
- Environment Canada 's Canada Wildlife Act

Internal or External Evaluation Processes/Policies

- Wildlife Camera Monitoring
- Inspections of electrical fence around CRD Landfill
- Wildlife Interaction Standard Operating Procedure
- Annual Bear Aware Campaign
- Employee Wildlife Interactions and Awareness Program

Management Approach

Gibraltar strives to contribute to the conservation of biological diversity through all stages of the mine life cycle. This includes adherence to all relevant regulations and permit conditions and avoiding, mitigating and managing impacts on biodiversity related to vegetation removal, control of invasive species and implementation of measures to protect wildlife.

Gibraltar 2022 Performance Highlights

17,930
Trees Planted

51,090
Shrubs Planted

34 Hectares
of Grass Seeded



On-site nursery at Gibraltar

FEATURE STORY

Student Engagement in the Gibraltar Wildlife and Reclamation Program

For the past five years, Gibraltar's seventh-grade reclamation program has been a highlight for Lake City Secondary School (LCSS) students and staff. The interactive program provides an opportunity for students to get practical experience at a mine site and work directly with Gibraltar's Environment Department.

Lake City students receive an in-class orientation that includes an overview of



Grade 7 students from Lake City Secondary School

Gibraltar's history, mining operations and safety requirements before heading out to tour the site. Once on site, staff from Gibraltar's Environmental Department conduct a tour of the mine and teach the students about biodiversity and reclamation practices. The students also have an opportunity to visit the Gibraltar East Pit, which provides them with an understanding of the scale of the operation and equipment used.

As part of the program, each year the grade seven students analyze photos taken by wildlife cameras set up around Gibraltar's 16,000-hectare property. Students compile data about the different species identified, including the season, date, and time of records, and then graph their results before presenting them to Gibraltar staff. This year, students also participated in a film created for the British Columbia



Grade 7 students tour Gibraltar Mine

Technical and Research Committee on Reclamation (TRCR) that highlights their involvement with mine reclamation and wildlife monitoring, as well as the successful partnership between LCSS and Gibraltar. The video was featured at the 45th annual TRCR symposium in Kimberly, BC in 2022.



In class portion of Grade 7 reclamation program

FEATURE STORY

Yellowhead Project Trials Innovative eDNA Wildlife Study

The Yellowhead Copper Project is located in the Thompson Nicola region of British Columbia. It is an advanced-stage project that Taseko is focused on entering into the Environmental Assessment (EA) process following an important phase of engagement and cooperative planning with Indigenous people.

While the Yellowhead project has been the focus of considerable geological, engineering, environmental and socioeconomic study over the years, Taseko continues to augment its environmental database in anticipation of entering the EA process. This work includes cutting-edge environmental DNA (eDNA) analysis conducted in the summer of 2022.

eDNA analysis has been employed successfully over the past decade to assess the presence or absence of aquatic animals (such as fish and amphibians) by extracting DNA

from water samples. However, it has not typically been used to assess the presence or absence of terrestrial animals.

Terrestrial vertebrates can be challenging to survey over large areas by traditional methods. However, all animals shed hair and skin cells to the environment, which are then washed off the landscape and report to local streams. The streams act as aggregators of genetic material, and stream water provides a medium from which it can be relatively easily collected.

Recent scientific developments in the sensitivity of eDNA sampling methods, as well as promising results from a study undertaken by the World Wildlife Fund in the South Chilcotin Mountains, comparing terrestrial wildlife camera trapping with mammalian DNA collected from streams and rivers, led Taseko to test this method at its Yellowhead project to enhance baseline data for the site.

Taseko worked with eDNatec Inc., a firm specializing in DNA analysis, to collect 22 water samples from streams within and proximal to the Yellowhead property. The samples were filtered and analyzed in a laboratory.

In total, 35 species from vertebrate classes – including mammals, birds, fish and amphibians – were identified based on currently available reference sequences. Seventeen mammals were identified at the species-level, with three additional mammals identified at the genus-level. Mammals were detected from all body sizes and all lifestyles.

Taseko has proposed further sampling and eDNA analysis at the Yellowhead project site for the fall of 2023 to compare DNA recovery before and after snowfall, and further develop this novel sampling and assessment technique.



Coyote

FEATURE STORY

Florence Copper and Future Forward Foundation Make a Difference for Florence

Florence Copper and the Future Forward Foundation teamed up to give back to the local community during *Florence Makes a Difference Day* on October 22, 2022.

Florence Makes a Difference Day is organized by the Town of Florence to promote community improvement projects that enhance the lives of the citizens of Florence and surrounding communities. During Fall 2022's *Florence Makes a Difference Day*, Florence Copper and the Future Forward Foundation collaborated on a project to beautify Hunt

Highway (a major transportation route near the Florence Copper site) using tall pot trees.

The Florence Copper Community Foundation (Florence Copper's charitable foundation that supports projects benefiting Florence and Pinal County), recently provided a \$1,500 grant to the Future Forward Foundation to help fund the cultivation of tall pot trees. On October 22, volunteers from Florence Copper planted these trees on Florence Copper land bordering Hunt Highway.



Planting tall pot trees along Hunt Highway

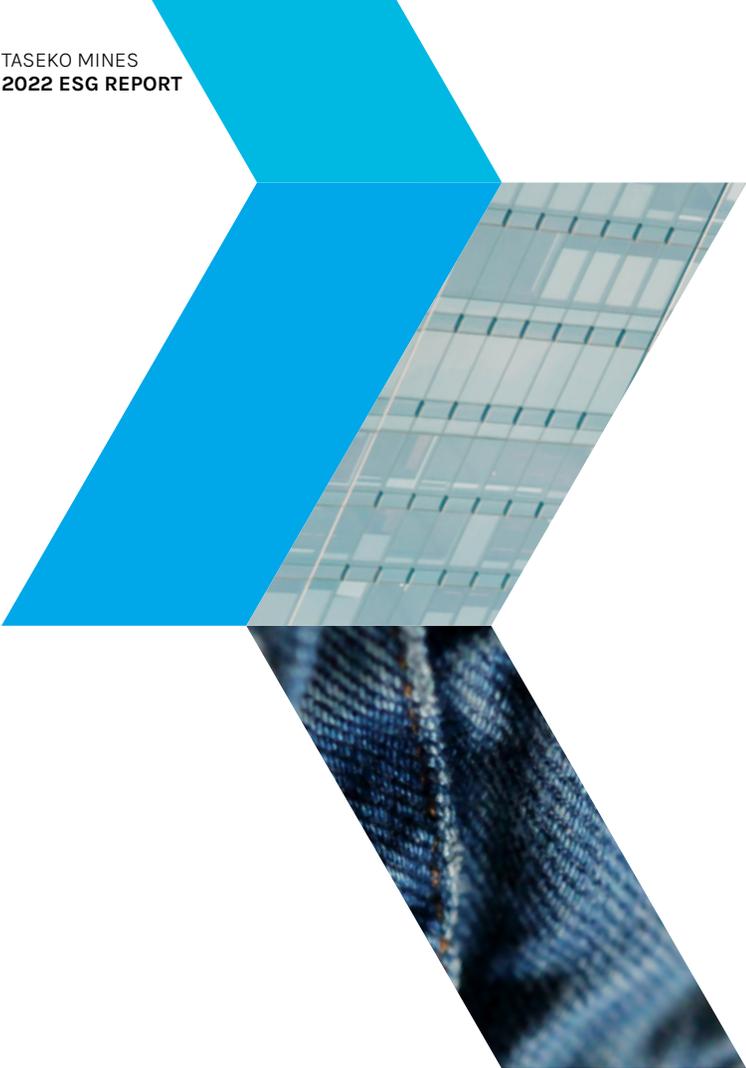


Florence Copper personnel volunteering during *Florence Makes a Difference Day*

Tall pot trees are unique because, after a few months of dedicated care, they can grow in desert conditions without needing to be watered. Aside from their aesthetic appeal, the trees planted can provide habitat for birds, squirrels, pollinators, and other wildlife.

The Future Forward Foundation is a nonprofit that was founded in 2012 to promote projects benefiting Florence and beyond, with many of these projects focusing on community gardening and environmental conservation.

Since 2014, the Florence Copper Community Foundation has awarded more than \$77,000 in grants to local non-profits. Both organizations are thrilled to have the opportunity to give back to Florence through *Florence Makes a Difference Day*.



Social:

Our Employees

Our Communities

Indigenous Relations

Taseko's approach to employees, communities, and Indigenous people contributes to the following *United Nations Sustainable Development Goals*:





Social: Our Employees

Commitment to Our Workforce **32**
Health and Safety **34**

Commitment to Our Workforce

KEY POINTS

- 172 new employees joined Taseko in 2022
- Equal opportunity hiring:
 - 24% of new hires at Taseko in 2022 are female
 - 13% of new hires at Gibraltar in 2022 are Indigenous people
- Zero labour / union strikes
- Focused on maintaining a diverse and inclusive workplace



Gibraltar Mine staff

Key Policies and Plans

- Health and Safety Policy
- Workplace Conduct and Harassment Policy

Key Regulations or Standards

- British Columbia Employment Standards
- British Columbia Personal Information Protection Act (PIPA)
- British Columbia Human Rights Code
- British Columbia Labour Relations Code
- British Columbia Mines Act
- Arizona Fair Labour Standards Act

Internal or External Evaluation Processes/Policies

- Gibraltar Union Labour Agreement

Management Approach

Taseko is committed to maintaining an inclusive and welcoming workplace environment that provides equal opportunity, encourages continuous improvement, learning and advancement, and prioritizes health and safety.

Diversity

Taseko is committed to providing opportunity and support to Indigenous people interested in pursuing careers in mining. This is consistent with our Indigenous Peoples Policy and our commitment to Indigenous Reconciliation.

In addition, Taseko actively encourages women to pursue careers in the mining field, and provides equal opportunities through our recruitment and hiring practices. Our primary employee diversity

focus is on ensuring our work environment is inclusive and increasing retention rates for female employees.

In 2022, 172 people joined Taseko. The company's total workforce at year end was 779 people. Of the new employees, 37 at Gibraltar, one at Taseko's head office, and four at Florence Copper identify as female. In addition, of those hired at Gibraltar, 21 identify as Indigenous.

Labour Relations

At Gibraltar, 75% of the workforce is unionized (69% of Taseko's total workforce). In November 2021, the unionized workforce at Gibraltar Mine ratified a new, long-term labour agreement, which will be in place until May 31, 2024.

Training, Development and Retention

Taseko is committed to the continuous development and progression of its skilled and professional workforce. By offering a variety of educational opportunities - including apprenticeships and comprehensive succession planning tools - Taseko strives to make all of its employees successful for the long-term.

PERFORMANCE	Head Office Vancouver	Gibraltar Mine	Florence Copper
Total # Employees	23	720	36
% of Female Employees	30%	13%	31%
% of Female New Hires	33%	23%	44%
Retention Rate - Females	100%	73%	82%
% of Employees under 35	0%	27%	11%
Avg. Length of Employment (years)	5.5	7.6	3.4
% of Workforce under Collective Bargaining Agreement	0%	75%	0%
Number and Duration of Strikes	0	0	0



% of Indigenous Employees at Gibraltar



% of Indigenous New Hires at Gibraltar



% of Female Employees Enterprise-wide



% of Female New Hires Enterprise-wide

Health and Safety

KEY POINTS

- Safety is a core value – driven into all aspects of corporate and operational culture
- Commitment to continuous safety performance improvement
- \$853,000 invested in employee training in 2022

Key Policies and Plans

- Board of Directors Environmental, Health and Safety Committee
- Health and Safety Policy

Key Regulations or Standards

- British Columbia Employment Standards
- British Columbia Human Rights Code
- Health, Safety and Reclamation Code for Mines in British Columbia
- Arizona Occupational Safety and Health Administration (OSHA)
- Arizona State Administrative Code Title 11: Mines

Internal or External Evaluation Processes/Policies

- Occupational Health and Safety Committees

Management Approach

The health, safety and well-being of Taseko employees, contractors and their families is a top priority for the company. As outlined in Taseko’s corporate Health and Safety Policy, the company is committed to providing and maintaining safe and healthy working conditions and operating practices that safeguard employees, as well as meeting or exceeding all industry standards and legal requirements.

PERFORMANCE	Gibraltar Mine	Florence Copper
Lost Time Incidents	6	0
Medical Aids	15	0
Total Reportable Injury Frequency	2.97	0
Lost Time Frequency	0.85	0
Near Miss Frequency Rate (MSHA)	Not Tracked	16.3
All Incident Rate (MSHA)	2.44	0
Fatalities	0	0
Annual Investment in Training	\$763,000	\$75,980
Total Hours Training	46,676	440
Average Hours of Training/Employee	64	12



Gibraltar Mine Rescue Team training

Highest Safety Standards and Regulations

Taseko operates in some of the safest and most highly regulated workplace jurisdictions in the world, and goes well beyond the requirements of law. We have worked hard to instill a culture of ‘safety first’ throughout our operations.

Safety First Culture

Safety is a core value in Taseko’s operational culture. There are a number of programs in place to ensure our workforce is safe and healthy, including:

- Occupational Health and Safety Committees at operating sites;
- SAFESTART training, an advanced safety awareness and skills development program;
- a strict drug and alcohol policy; and
- zero tolerance for workplace harassment.

Gibraltar Mine Rescue Team

Gibraltar has 61 ‘first responder’ employees that participate in Mine Rescue training and readiness. The Mine Rescue team trains regularly and has members from Mine Operations, Mine Maintenance, Mill Operations, Electrical, Supply Chain, Site Services, as well as Training and Loss Prevention.

Social: Our Communities

Generating Economic and Social Benefits **36**

Community Investment and Corporate Giving **38**



Florence water tower

Generating Economic and Social Benefits

KEY POINTS

- Commitment to local hiring and procurement practices
- Gibraltar distributed more than \$275 million in wages and contract revenue to the local economy
- 153 community engagement events



Annual Florence Junior Parade

Key Policies and Plans

- Indigenous Peoples Policy
- Donation and Sponsorship Policy

Internal or External Evaluation Processes/Policies

- Williams Lake First Nation Implementation Committee
- Xat'sùll Implementation Committee
- Gibraltar Technical Advisory Committee
- Florence Copper Community Foundation
- Gibraltar Donation Committee

Management Approach

Taseko is committed to generating 360° of value for people and communities. The company's approach to delivering and maximizing economic benefits for local communities through jobs and procurement is a critically important aspect of our sustainable development goals and beliefs.

Local Hiring and Procurement

Taseko operations make meaningful and lasting contributions to the economic and social well-being of the communities in which we operate, including Indigenous communities.

To the greatest degree possible, Taseko injects revenue directly into local economies through our hiring and procurement practices. By doing so, we help create stronger, more resilient communities and strengthen the economic foundation of the regions in which we operate.

In 2022, Gibraltar distributed more than \$275 million in wages and contract revenue to the local economy,

with 96% of employees living locally and 42% of contract revenue distributed locally.

Florence Copper recorded an increase in local employment in 2022, and as a result, distributed more than \$2.4 million in local wages.

Community Engagement

To ensure Indigenous and local communities have the opportunity to meaningfully participate in all phases of the mining process, and share in the benefits of mineral development, Taseko engages with communities of interest throughout the mining life cycle.

Engagement with Indigenous and local communities is an ongoing initiative, and a priority at each operating mine and development project site. Goals for Taseko's Indigenous and community engagement programming include:

- advise residents in nearby communities and other regional interests about permits, programs and other activities being undertaken at sites;
- provide information about Taseko projects or operations, including potential environmental, social and operational effects, proposed mitigation and environmental safeguards;
- allow Taseko to better understand and address stakeholder priorities and concerns with respect to mine operations and project development;
- facilitate economic and other opportunities associated with Taseko operations and development projects for local residents, communities and companies.

Post-Covid, Taseko was pleased to offer in person events again in 2022. More than 150 educational events, site tours, open houses and community meetings were held throughout the year, providing opportunity for engagement, education, information sharing, and consultation with communities of interest.



Gibraltar staff at National Indigenous Peoples Day celebration in Williams Lake

COMMUNITY ENGAGEMENT SUMMARY

153 Community Engagement Events

TOPICS OF INTEREST

Gibraltar Mine

- Reclamation
- Water treatment
- Jobs

Florence Copper

- Project Timing
- Permit Updates
- In-situ Copper Recovery and Environment Safeguards

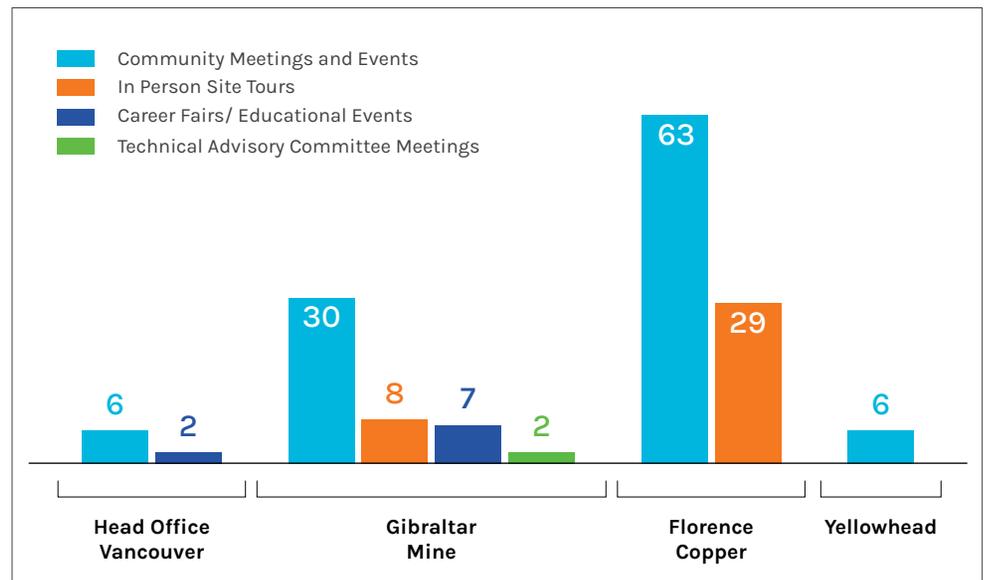
Yellowhead

- Environmental Assessment Status
- Job and Training Opportunities

PERFORMANCE	Gibraltar Mine ¹	Florence Copper ²
% of Local Employees	96%	75%
\$ Wages Distributed Locally	\$80,780,000	US\$2,387,000
% of Wages Distributed Locally	96%	63%
\$ Contract Revenue Distributed Locally	\$195,830,000	US\$3,327,000
% of Contract Revenue Distributed Locally	42%	16% ³

Notes:

1. Local employees include Williams Lake, 100 Mile House and Quesnel; Local contract revenue includes Williams Lake, 100 Mile House, Quesnel, Prince George, Kamloops and surrounding areas.
2. Local employees include Florence, Coolidge, San Tan Valley, Queen Creek; Local procurement includes Apache Junction, Casa Grande, Chandler, Coolidge, Florence, Gilbert, Gold Canyon, Kearny, Maricopa, Mesa, Queen Creek, and San Tan Valley.
3. 2022 contract revenue at Florence Copper includes specialized equipment and material for the commercial facility, only available outside of the local region.



Community Investment and Corporate Giving

KEY POINTS

- More than \$7 million in charitable donations since 2005
- 37 Florence Copper *Creating Opportunities* Scholarships Granted since 2011; 4 in 2022
- Newly established *Creating Opportunities* Scholarship program launched in Williams Lake
- 15 BCIT bursaries awarded since 2008

Management Approach

Corporate Giving

Through charitable giving, community investment and sponsorships, Taseko supports initiatives that help people and communities grow and become more resilient.

The company is focused on supporting local and grassroots organizations that deliver on-the-ground community support, offering people the opportunity to better their lives through health and wellness, education and other community programs.

Supporting Youth, Education and Careers in Mining

Creating Opportunities Scholarship Program

Taseko is proud to provide educational opportunities and support to youth who are interested in furthering their education in engineering, sciences, environmental studies, or trade programs.

In 2011, Florence Copper launched the *Creating Opportunities* Scholarship Program. Since then, the program has awarded \$72,700 in post secondary scholarships to high school seniors from Florence. The program has helped 37 local students, including four in 2022, fulfill their higher education goals.

Taseko recently expanded its scholarship program to Lake City high school students in Williams Lake, British Columbia, and looks forward to awarding two scholarships in June 2023.



Gibraltar donated to Amata Transition House in Williams Lake, BC

Taseko's BCIT Mining and Mineral Resource Bursary

In 2008, Taseko established a Mining and Mineral Resource Bursary with the British Columbia Institute of Technology (BCIT) through an endowment fund.

Annually, one exceptional student from the Mining and Mineral Resource Engineering program is nominated by the faculty and awarded a bursary to support their educational endeavours. Since inception, Taseko has awarded more than \$7,500 in bursaries and supported 15 BCIT students.



School District No. 27
CARIBOO • CHILCOTIN

Proud MineralsEd Supporter

Taseko is a proud partner and supporter of MineralsEd, a charitable educational organization that is dedicated to encouraging and supporting earth science, mineral resources and mining education in schools throughout British Columbia.



Taseko recognizes the importance of educating students and teachers about the mining industry, delivering accurate and balanced information, and stimulating young peoples' interest in mining and minerals-related career opportunities.



Scholarships

	BCIT Bursary Scholarship	Florence Copper Creating Opportunities Scholarship
Granted in 2022	1	4
Total Granted	15	37

Proud Community Supporter

Taseko's Gibraltar Mine and Florence Copper proudly sponsor and volunteer at numerous local events throughout the year.

Taseko Community Investment and Sponsorship

\$7,099,545
since 2005

\$221,645
in 2022



Williams Lake Stampede

Community Investment and Sponsorship

	Head Office Vancouver	Gibraltar Mine	Florence Copper
Granted in 2022	\$65,030	\$106,240	\$50,375
Total Granted¹	\$4,800,040	\$2,019,375	\$280,130

Note:
1. Since 2005 for Taseko, 2008 for Gibraltar, and 2011 for Florence Copper.

FEATURE STORY Children's Hospital Mining for Miracles

For Mining Month in BC, Gibraltar staff planned and executed an employee-driven campaign to raise funds for BC Children's Hospital and its *Mining for Miracles* program.

Over the course of a month, in the snow, wind, and sun, Gibraltar staff held on-site BBQs and raised \$6,000. Gibraltar was proud to match staff fundraising efforts to donate a total of \$12,000 to the *Mining for Miracles* program.



Gibraltar staff at Mining for Miracles BBQ fundraiser

FEATURE STORY Florence Copper Community Foundation Supports Local Organizations in Need

Taseko's commitment to responsible mineral development includes supporting the communities in closest proximity to its projects.

In 2013, the *Florence Copper Community Foundation (the Foundation)* was established to provide resources to groups and initiatives that address community needs near Taseko's Florence Copper project in Florence, Arizona. Since that time, the Foundation has donated more than \$83,000 to nonprofits and community initiatives in the local area.

The Foundation focuses on supporting initiatives that advance education, community and economic development, health and wellness, the environment, cultural heritage and the arts. Its Board includes Florence Copper staff and respected members of the local community - including a former Executive Director of the Greater Florence Chamber of Commerce and a fifth generation Florence native.

An example of the Foundation's positive impact in the local community can be found in its support of the United Way of Pinal County.

In November 2022, the Foundation awarded the United Way of Pinal County a \$1,000 grant to support the organization's 'Reading by 3rd Grade' Initiative. The grant was the second that the

Foundation had awarded to the United Way of Pinal County to support this cause.

Collaborating with Dolly Parton's Imagination Library, the United Way of Pinal County's Reading by

3rd Grade Initiative provides books to children in Florence and Pinal County aged 0-5 to support early childhood literacy. The Foundation's most recent grant will provide an additional 240 quality books to local children.



Florence Copper Community Foundation Board members award a grant to Casa Grande Ruins



Social: Indigenous Relations

Indigenous Relationships 42

Gibraltar Fraser River Salmon Sampling Program

Indigenous Relationships

Taseko's Commitment to Reconciliation and Indigenous Relationships

KEY POINTS

- Indigenous culture awareness training conducted at corporate office
- Commitment to hiring Indigenous personnel - 26 new hires at Gibraltar in 2022
- Commitment to supporting economic development and Indigenous business opportunities - 16 contracts at Gibraltar awarded to Indigenous - owned or partnered businesses
- Participation and Cooperation Agreements with local Indigenous groups

Key Policies and Plans

- Indigenous Peoples Policy

Internal or External Evaluation Processes/Policies

- Williams Lake First Nation Implementation Committee
- Xatśūll Implementation Committee

Management Approach

Indigenous Relationships

At the heart of Taseko's Indigenous Peoples Policy is a commitment to establish mutually beneficial relationships with Indigenous Nations and their members. The development of Participation and Cooperation and similar agreements create tangible and ongoing opportunities for Indigenous communities and their members to participate in economic development and business opportunities, to access employment and training, and participate in planning and dialogue.

Taseko has a number of agreements with Indigenous groups at its operations and development properties, including Participation and Cooperation Agreements with Xatśūll First Nation and Williams Lake First Nation.

As part of these agreements, Gibraltar has two separate Implementation Committees with the Xatśūll and Williams Lake First Nations. The Xatśūll and Williams Lake Implementation Committees are responsible for administering and implementing the terms of their respective agreements, ensuring all parties are fulfilling their duties.

Supporting Indigenous Businesses and Economic Development

Taseko and its operations are committed to supporting local Indigenous businesses. The company recognizes that by doing so, economic development and job opportunities are created, and Indigenous communities are strengthened.

In 2022, Gibraltar awarded 16 contracts totalling more than \$84 million to Indigenous owned, partnered, or joint venture businesses.

Highlights include:

- for 11 consecutive years, a contract with Xatśūll Development Corporation (Xatśūll owned business) for on-site environmental reclamation work has been renewed on an annual basis
- Janitorial services contract with Anderdam Contracting (partnership with Xatśūll) since 2018 and extended until 2025
- Borland Creek Logging core splitting contract (Williams Lake First Nations owned business)
- dam construction contract with Lake Excavating (partnership with Williams Lake First Nations)



Gibraltar Fraser River Salmon Sampling Program

Supporting Careers in Mining

Consistent with Taseko’s Indigenous Peoples Policy and our commitment to Reconciliation with Canada’s First Nations, the company provides opportunity and support to Indigenous people interested in pursuing careers in mining. In 2022, 13% of Gibraltar’s new hires identified as Indigenous and 13% of the total workforce identified as Indigenous.

In addition, the company is committed to supporting Indigenous candidates throughout the interview and recruitment process. Once hired, they receive training, continuous development and the opportunity to progress their skills.

Collaborative Programs Utilizing Indigenous Knowledge

Taseko and Gibraltar Mine are committed to incorporating traditional knowledge into their environmental and reclamation programs to ensure the greatest success for all parties.

Gibraltar’s 10+ year partnership with Xat’sūll First Nation on the mine’s reclamation program has been an award-winning success. Over the course of the program, Gibraltar has incorporated traditional knowledge of the Xat’sūll First Nation to establish and grow native species on the mine site.

Traditional plants, shrubs, and berries have been incorporated into the early stages of Gibraltar’s progressive reclamation program, allowing these species to establish and flourish, so they are available for local Indigenous communities to harvest upon closure. Species such as Kinnikinnick, Soopolallie, Trembling Aspen, Silverberry, and Saskatoon were selected for their traditional or medicinal properties.

In addition, the collaborative partnership has provided work experience and seasonal employment opportunities to more than 22 community members since the program began in 2012.

Community Engagement

For more information on the company’s community engagement policies and practices, including Indigenous community engagement, please see page 38.

PERFORMANCE	Gibraltar Mine	Yellowhead
% of Indigenous Employees	13%	N/A
% of Indigenous New Hires	13%	N/A
% of Proven and Probable Reserves in or Near Indigenous Land	100%	100%



Gibraltar employee conducting sampling

FEATURE STORY
**Cultural Awareness
Training**

Taseko senior management and staff recognize that learning about the history of Indigenous people in Canada and the mining industry's role in Reconciliation, are important steps forward in the Reconciliation process.

The company is committed to continuous learning in this area. In 2022, Taseko held an all-staff Indigenous Cultural Awareness session in which more than 98% of head office staff participated. The session included an overview of Canada's history through an Indigenous lens, an overview of the Canadian Residential School system, information on Indigenous cultural worldviews, a discussion of the Truth and Reconciliation Commission and DRIPA (the United Nations *Declaration on the Rights of Indigenous Peoples Act in BC*).



Indigenous Cultural Awareness Training at Taseko

In addition, Gibraltar held company-wide Indigenous Cultural Awareness sessions during morning crew talks. More than 700 individuals participated in the sessions, which included an overview of the company's Indigenous Peoples Policy, a summary of Taseko Indigenous Relations initiatives, and history of the National Day for Truth and Reconciliation in Canada.

FEATURE STORY
**Orange Shirt Day
at Gibraltar**

September 30, 2022 marked the second National Day for Truth and Reconciliation in Canada, as well as Orange Shirt Day – a day that honours the lost children and survivors of residential schools, as well as their families and communities.

Leading up to Orange Shirt Day, Gibraltar distributed more than 600 orange shirts to employees. The custom designed shirts were handmade by a local Indigenous-owned business with all proceeds provided to the Orange Shirt Society.



Orange Shirt Day at Gibraltar

FEATURE STORY

Salmon Sampling Program: Successful Partnerships with Our Indigenous Neighbours

Building and maintaining collaborative relationships with Indigenous neighbours is a commitment Taseko stands by. It is at the heart of Taseko's Indigenous Peoples Policy, and is demonstrated through the long-standing Fraser River Salmon Sampling Program.

Gibraltar launched the Salmon Sampling Program in 2016, in partnership with the Xat'sūll First Nation, Northern Shuswap Tribal Council, and Environmental Dynamics - an environmental management and monitoring company that specializes in aquatic sciences.

The objective of the program is to provide information to communities regarding the safety of consuming salmon captured at traditional fishing sites on the Fraser River.

In 2022, samples were collected from 30 salmon which were caught via traditional dipnet, then submitted to an accredited laboratory for metal analysis, including methylmercury testing. Results indicate that the salmon are safe to eat.

After a hiatus due to Covid, Taseko was able to celebrate the Salmon Sampling Program again in 2022 with a community event held at Xat'sūll Cultural Heritage Village.



Scenes from the 2022 Fraser River Salmon Sampling Program



Taseko is proud to share a video celebrating our *Salmon Sampling Program* featuring Matt Graham, Manager, Engineering and Environmental Gibraltar Mine and Mike Stinson, Xat'sūll First Nation.

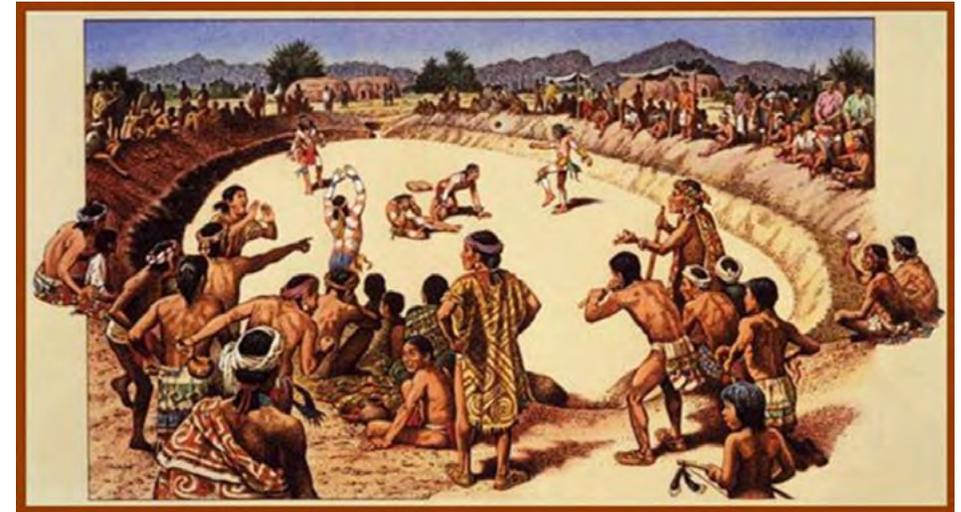
FEATURE STORY

Preserving Hohokam Cultural Resources

Taseko is committed to the preservation and conservation of cultural, heritage and archaeological resources. This includes cultural resources associated with the Native peoples who inhabited the region surrounding the Florence Copper project site in Arizona.

The lands surrounding the Town of Florence once supported an ancient agricultural society known today as the Hohokam (Huhugam), who flourished in central Arizona from approximately 450 to 1450 CE. Archaeological sites associated with the Hohokam cultural tradition can be found throughout the region, including on the Florence Copper site, at sites known collectively to archaeologists as the ‘Escalante Ruin Group,’ as well as at the nearby Casa Grande Ruins National Monument in Coolidge.

In 2021, Florence Copper completed a land exchange with a neighboring property owner for the purpose of acquiring and protecting lands which encompass important cultural features related to the Escalante Ruin. Archaeologists have confirmed that the 45-acre parcel secured in exchange for 82 acres of former Florence Copper lands



Source: archaeologysouthwest.org, Traditional Hohokam Sporting Event.

includes a former village site that once hosted Hohokam ceremonial activities such as feasting, social events and trading.

In addition, there is evidence that the site includes the remnants of what archaeologists call a ‘ballcourt,’ where a Hohokam ball game was played roughly 1,000 years ago. These basin-shaped structures, with earthen embankments, were common in larger Hohokam villages in ancient Arizona. Sporting participants and spectators would come from surrounding villages to play ball games and exchange goods.

Florence Copper gained a greater appreciation of the value and significance of the site through consultation with the Gila River Indian Community and completed the land

exchange last year in order to protect and preserve it. Now commonly referred to as the ‘Poston Butte Ballcourt Site,’ the property has been secured with fencing and other measures to protect it from disturbance.

A special event attended by the Gila River Indian Community Tribal Historic Preservation Officer (THPO), a member of the Gila River Indian Community, and Florence Copper was held in 2022. The event included a traditional religious ceremony that marked the implementation of the protection measures for the ballcourt.

The land that Florence Copper provided in exchange for the ballcourt is now owned by a local farming family who are lifelong members of Pinal County.

Governance

Corporate Governance **48**

Business Ethics and Transparency **49**

Taseko's approach governance contributes to the following *United Nations Sustainable Development Goals*:



Corporate Governance

Board of Directors Overview

KEY POINTS

Board Members

8

Female

Male



Independent

Non-Independent



Taseko’s Board of Directors is responsible for overseeing the management of the company, in the best long-term interest of the company and its shareholders. Directors identify the principal risks and opportunities of the company’s business and ensure the implementation of appropriate systems to manage these risks, ensure the highest standards of corporate governance are in place, and that Taseko and its management comply with applicable laws, regulations, policies and good industry practices.

The Board consists of eight talented and dedicated Directors with a diverse mix of expertise, experience, skills and background. The Chair of the Board and a majority of Taseko’s Directors are independent, with the *Audit and Risk Committee*, *Nominating and Governance Committee* and *Compensation Committees* 100% independent.

Taseko’s Board of Directors adopted a Corporate Governance Policies and Procedures Manual (the “Governance Manual”) dated March 29, 2019. The Governance Manual provides a framework for the Board of Directors’ oversight of governance related issues and includes, among other things, a written Charter for each Board Committee and a *Code of Ethics and Trading Restrictions*, the contents of which include a whistleblower hotline, a related party investment protocol and a *Workplace Conduct and Harassment Policy*. A copy of the Governance Manual is available for review on the company’s website at tasekomines.com.

The Board fulfills its responsibilities through four committees: *Audit and Risk*; *Compensation*; *Nominating and Governance*; and *Environmental, Health and Safety*.

Board of Directors

- **Ronald W. Thiessen** *FCPA, FCA*
Independent Director
Chairman of the Board, Audit and Risk Committee
- **Stuart McDonald** *CPA, CA*
Director
- **Anu Dhir** *B.A., J.D.*
Independent Director
Audit and Risk Committee;
Compensation Committee; Nominating and Governance Committee (Chair)
- **Kenneth Pickering** *B.Sc., MBA*
Independent Director
Compensation Committee (Chair);
Environmental, Health and Safety Committee (Chair)
- **Peter Mitchell** *CPA, CA, MBA*
Independent Director
Audit and Risk Committee (Chair);
Compensation Committee; Nominating and Governance Committee
- **Robert A. Dickinson** *B.Sc., M.Sc.*
Independent Director
Environmental, Health and Safety Committee;
Nominating and Governance Committee
- **Russell Hallbauer** *P.Eng.*
Director
Environmental, Health and Safety Committee
- **Rita Maguire** *J.D., MBA, B.Sc.*
Director
Environmental, Health and Safety

Business Ethics and Transparency

Corporate Governance Practices and Policies

Code of Ethics and Trading Restrictions

Taseko's *Code of Ethics and Trading Restrictions* (the "Code of Ethics") is set out in Appendix 4 to the Governance Manual. The company's policy is to conduct business in accordance with the highest ethical and legal standards. The *Code of Ethics* has been adopted by the Board of Directors to deter wrongdoing and promote:

- honest and ethical conduct;
- full, fair, accurate, timely, and understandable disclosure that the company submits to regulatory authorities and communicates to the public;
- compliance with applicable government laws and regulations;
- prompt internal reporting of violations of the Code to the appropriate individuals;
- accountability for adherence to the Code.

The company has implemented an annual process whereby Directors, officers and employees of the company are asked to provide a certification that they are aware of and have read the *Code of Ethics* and recognize whether they have knowledge of any violations of its principles.

Whistleblower Policy

Taseko's *Code of Ethics* contains established procedures to appropriately deal with any internal and external complaints through an anonymous whistleblower hotline. The hotline, hosted by a third-party service provider, allows employees and others to anonymously report instances in which it is believed that Taseko or any of its employees are not abiding by relevant laws, regulations, contractual obligations, policies or commitments. Matters that can be reported may include (but are not limited to):

- Questionable Accounting/Auditing
- Fraud/Deceit and Embezzlement
- Conflict of Interest
- Securities Violations
- Theft
- Unsafe Workplace
- Falsification of Information
- Unethical Business Practices
- Violating Policies and Procedures
- Racial Discrimination
- Threats of Violence
- Substance Abuse
- Sabotage and Vandalism
- Harassment



Vancouver Harbour

Related Party Investment Protocol

Taseko's *Related Party Investment Protocol* establishes procedures to manage investment by the company in circumstances involving a Related Party. The company's commitment to ethical practices is outlined in the protocol's process and administration rules, as follows: the matter will be presented to a Lead Director, who will be appointed at the necessary time; a Special Committee of independent Directors will be assigned to review the potential investment, outline the negotiation parameters, and ultimately will cause the transaction to be presented to the Directors who do not have an interest in the transaction for their approval or disapproval of the transaction.

Workplace Conduct and Harassment Policy

Taseko is committed to providing a positive working environment in which all employees, contractors and visitors are treated with respect and dignity, free of discrimination and harassment. The company's *Workplace Conduct and Harassment Policy* provides clear standards for employee conduct to prevent sexual harassment, discrimination on any human rights-protected ground, verbal and physical intimidation, and other unacceptable behaviours.

Taseko has established clear procedures for facilitating, investigating and resolving employee complaints that is transparent and equitable, protects the privacy and confidentiality of individuals involved, while imposing a range of appropriate consequences – from counselling and training to disciplinary actions for more serious incidents, including the possibility of termination of employment.

Sustainability Performance

2022 Sustainability Accounting Standards Board (SASB) Index: Gibraltar Mine

SASB Topic	Accounting Metric	SASB Code	Data – Gibraltar Mine
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions, (2) Percentage covered under emissions limiting regulations	EM-MM-110a.1	(1) 2.62 t CO ₂ e/t CuEq – Scope 1 (2) 100%
	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	EM-MM-110a.2	<p>Management of Scope 1 emissions are driven by Gibraltar's 'Energy Management Policy,' which integrates energy management programs and practices across all site-wide operations and projects with the goal of achieving continuous improvement in energy efficiency. Through this focus on continuous improvement in energy efficiency, Gibraltar also seeks ongoing improvements in its GHG intensity per unit of production.</p> <p>Taseko is advancing the Florence Copper Project into commercial production. As an 'in-situ copper recovery' project, Florence Copper is expected to be the lowest GHG and energy intensity primary copper producer in North America, lowering Taseko's enterprise-wide GHG intensity per unit of production.</p>
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NO _x (excluding N ₂ O), (3) SO _x , (4) Particulate matter (PM ₁₀), (5) Mercury (Hg), (6) Lead (Pb), and (7) Volatile organic compounds (VOCs)	EM-MM-120a.1	(1) 1,240 (2) 311 (3) 37 (4) 1,899 (5) 0 (6) 0 (7) Less than reporting
Energy Management	(1) Total energy consumed, (2) Percentage energy from grid electricity, (3) Percentage energy consumed from renewable energy sources	EM-MM-130a.1	(1) 3,707,350 GJ (2) 44% (3) 50%
Water Management	(1) Total fresh water withdrawn (from aquifer) (2) Total fresh water consumed* Percentage of each in regions with High or Extremely High Baseline Water Stress (3) Increase in water stored on-site	EM-MM-140a.1	(1) 516 thousand cubic metres; 0% (2) 7,300 thousand cubic metres*; 0% * Includes water withdrawn and precipitation (contact water) stored on-site (3) 5,100 thousand cubic metres
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	EM-MM-140a.2	0
Waste and Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	See page 22
	Total weight of tailings produced	EM-MM-150a.5	23,991,225 metric tons
	Total weight of waste rock generated	EM-MM-150a.6	59,140,000 metric tons
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.10	see page 22
	Total weight of hazardous waste generated	EM-MM-150a.7	See page 22
	Total weight of hazardous waste recycled	EM-MM-150a.8	See page 22
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	Zero. Taseko's definition of a significant incident is one that reports beyond the mine site boundary and requires activation of emergency response to control, mitigate and clean up.

2022 Sustainability Accounting Standards Board (SASB) Index: Gibraltar Mine

SASB Topic	Accounting Metric	SASB Code	Data – Gibraltar Mine
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-MM160a.1	See page 26-29
	Percentage of mine site where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-MM160a.2	(1) 25% (2) 25% (3) 25%
	Percentage of (1) proven and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM160a.3	(1) 0% (2) 0%
Security, Human Rights and Rights of Indigenous Peoples	Percentage of (1) proven and (2) probable reserves in or near areas of conflict	EM-MM210a.1	(1) 0% (2) 0%
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-MM210a.2	(1) 100% (2) 100%
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-MM210a.3	See page 37, 42, 43
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-MM210b.1	See page 37, 42, 43
	Number and duration of non-technical delays	EM-MM210b.2	0
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM310a.1	Canadian: 75% US: 0%
	Number and duration of strikes and lockouts	EM-MM310a.2	0
Workforce Health and Safety	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR), (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM320a.1	a) Employees: (1) 2.44 (2) 0 (3) Not available (4) Training hours specific to health, safety and emergency management not tracked. b) Contract Employees: (1) to (4): Not available
Business Ethics and Transparency	Management system for prevention of corruption and bribery throughout the value chain	EM-MM510a.1	See page 49
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM510a.2	Zero. Taseko operations in Canada and the United States.
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	EM-MM540a.1	See page 22
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-MM540a.2	See page 21, 22
Activity Metrics	Production of (1) metal ores and (2) finished metal products	EM-MM000.A	(1) Copper: 97 million pounds; Molybdenum: 1.1 million pounds (2) 0
	(1) Total number of employees (2) Percentage contractors	EM-MM000.B	(1) 779 employees (2) Not available

Taseko Values Metrics

Social: Our People				
		Head Office Vancouver	Gibraltar Mine	Florence Copper
Commitment to Our Workforce	Total # Employees	23	720	36
	% of Female Employees	30%	13%	31%
	% of Female New Hires	33%	23%	44%
	% of Indigenous Employees	Not Tracked	13%	Not Tracked
	% of Indigenous New Hires	Not Tracked	13%	Not Tracked
	Retention Rate - Females	100%	73%	82%
	% of Employees under 35	0%	27%	11%
	Average Length of Employment (years)	5.5	7.6	3.4
	% of Workforce under Collective Bargaining Agreement	0%	75%	0%
	Number and Duration of Strikes	0	0	0
Health and Safety	Annual Investment in Training		\$763,000	\$75,980
	Total Hours Training		46,676	440
	Average Hours of Training/Employee		64	12
Social: The Community				
Generating Economic and Social Benefits	% of Local Employees		96%	75%
	\$ Wages Distributed Locally		\$80,783,332	\$2,387,172
	% of Wages Distributed Locally		96%	63%
	\$ Contract Revenue Distributed Locally		\$195,828,034	\$10,857,046
	% of Contract Revenue Distributed Locally		42%	16%

Social: The Community					
		Head Office Vancouver	Gibraltar Mine	Florence Copper	Yellowhead
Community Engagement	In Person Site Tour		8	29	
	Technical Advisory Committee Meeting		2		
	Community Meeting	6	30	63	6
	Career Fairs/Educational Events	2	7		
Community Investment	2022 Community Investment and Sponsorships	\$65,030	\$106,240	\$50,375	
	Total Community Investment and Sponsorships ¹	\$4,800,040	\$2,019,375	\$280,130	
	2022 Scholarships	1		4	
	Total Scholarships	15		37	

Note:

1. Figures date back to 2005 for Taseko, 2008 for Gibraltar, and 2011 for Florence Copper.

