

BUILDING A STRONG ESG FOUNDATION



**FIRST MINING
GOLD**

2022 ESG Report

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01

INTRODUCTION

About This ESG Report



ABOUT THIS ESG REPORT

We are excited to share the second Environmental, Social and Governance (“ESG”) Report of First Mining Gold Corp. (the “Company” or “First Mining”). The content in this ESG report is based on First Mining’s ESG performance during our 2022 fiscal year, ending on December 31, 2022. While focusing on our progress and improvements for 2022, this ESG report also highlights some important events and actions which took place in early 2023, and outlines our priorities and goals for the upcoming year. Our intention is to publish an annual ESG report reflecting on our achievements and future progress to share information on efforts made and to be made, demonstrating our commitment to sustainability, responsible business practices and accountability.

Unless otherwise stated, the focus of this ESG Report is on the Springpole Gold Project (the “Springpole Project” or “Springpole”), one of the largest, undeveloped, open-pit gold deposits in Canada, located in northwestern Ontario. The Springpole Project is our most advanced mining project and accounts for the most significant and material aspects of our business. Springpole remains in the pre-construction phase, with a draft Environmental Impact Statement/Environmental Assessment (“EIS”/“EA”) for the project having been published in May 2022, and our 2022 development drilling program having been completed in Q4 2022.

In addition to Springpole, in September 2022, First Mining acquired 100% ownership of the Duparquet Project (the “Duparquet Project” or “Duparquet”) and general, qualitative insights about this project are included in this ESG Report. Given that the acquisition was completed near the end of the reporting period, we look to provide more of a comprehensive discussion of our management and performance of ESG matters related to the Duparquet Project in future ESG Reports.

Activities surrounding other assets, including the Cameron Project were not significant in 2022, and as such are not detailed in this ESG Report. A comprehensive overview of First Mining’s operations can be found in our 2022 Annual Information Form. This ESG Report has been prepared with reference to the Sustainability Accounting Standards Board’s (“SASB”) Metals and Mining Standard. Disclosures in this ESG Report remain qualitative given our development phase, covering information on essential activities that pertain to SASB’s accounting metrics and disclosure topics. All dollar amounts are presented in Canadian dollars, unless specified otherwise.

We will continue prioritizing reporting according to the SASB standard and enhancing our disclosure of SASB metrics in subsequent reports. At the same time, ESG performance has grown to be a critical investor consideration. With increased interest and understanding of ESG, there has been a large number of sustainability disclosure standard proposals, which are critical to further mainstream corporate sustainability and investment. The Company continues to evolve its approach towards ESG disclosure and we are closely monitoring developments at the local and international levels, and will look to continue to advance our reporting in the future.

To share comments or inquiries concerning this ESG Report, please reach out to us at info@firstmininggold.com.



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OUR COMPANY

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ABOUT FIRST MINING GOLD CORP.

Headquartered in Vancouver, British Columbia, First Mining is a Canadian-focused gold exploration and development company that was created in 2015 by Mr. Keith Neumeyer, founding President and CEO of First Majestic Silver Corp. and a co-founder of First Quantum Minerals Ltd.

We are a gold developer focused on advancing two of the largest undeveloped gold projects in Canada: the Springpole Project in northwestern Ontario, where we have commenced a Feasibility Study and permitting activities are ongoing with a draft EIS/EA for the Project published in May 2022, and the Duparquet Project in Quebec, an advanced-stage development asset located on the Destor-Porcupine Fault Zone in the prolific Abitibi region. Springpole and Duparquet are two of the largest undeveloped gold projects in Canada. We also own the Cameron Gold Project in Ontario, the Pitt and Duquesne Gold Projects in close proximity to Duparquet, and a portfolio of gold project interests including the Pickle Crow Gold Project (being advanced in partnership with Auteco Minerals Ltd.), the Hope Brook Gold Project (being advanced in partnership with Big Ridge Gold Corp.), and an equity interest in Treasury Metals Inc.

First Mining is publicly listed on the Toronto Stock Exchange (TSX) in Canada under the symbol "FF", on the over-the-counter market (OTCQX) in the United States under the symbol "FFMGF" and on the Frankfurt Stock Exchange in Germany under the symbol "FMG".

Our sustainability strategy strives to establish and sustain respectful relationships with the communities and governments that host our development projects, while also recognizing the importance of protecting all of our natural resources. This strategy considers what impact we can make on people and the environment, and also how each are key to the success of our business. Our policies, standards and corporate values guide our performance and underpin our endeavors, aiming to create mutually beneficial opportunities in all our future developments for our communities, employees and shareholders.

Corporate Values



We Are Driven by Integrity, Transparency and Respect



We Continue to Build Relationships and Partnerships for Future Success



We Work Responsibly to Achieve Safe and Sustainable Operations at Our Projects



We Embrace Challenges and Continuously Strive for Optimal Solutions



We Value the Strength of Our Talented and Diverse Team

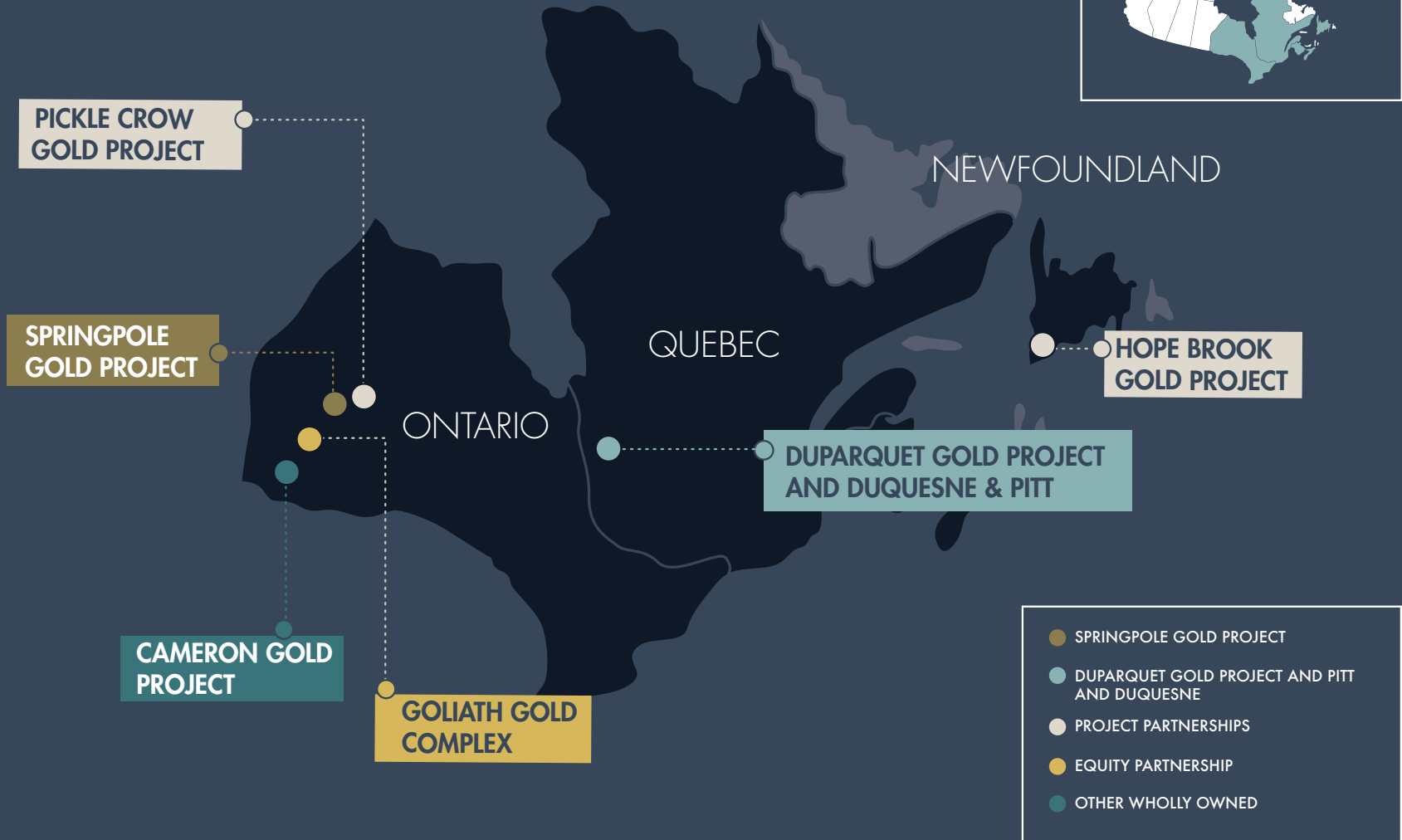


We Respect Our Shareholders' Investment – In Our Projects, in Our People and in the Local Communities Where we Work



OUR OPERATIONS

Our Company is making progress on a portfolio of gold projects located in Canada.



For details on First Mining's assets, please see our [Reports & Filings](#) found on our website

FLAGSHIP ASSETS

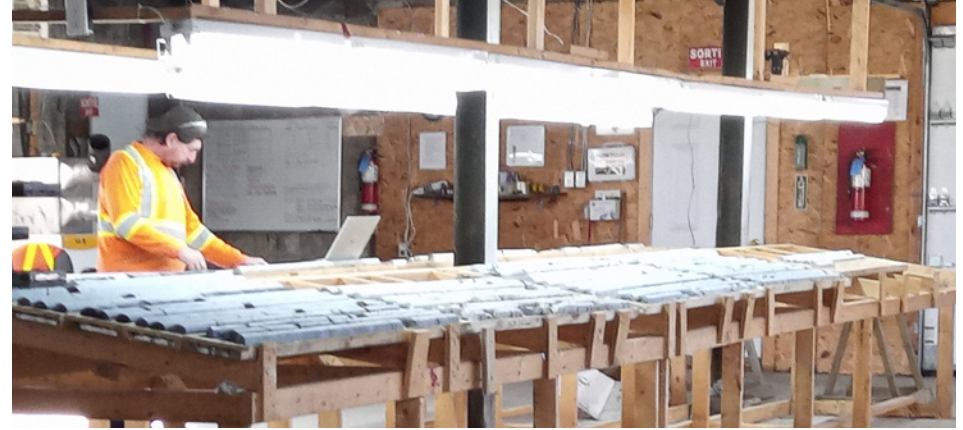


Springpole Gold Project, Ontario, Canada

Representing one of the largest undeveloped gold projects in Canada, the Springpole Project is located in northwestern Ontario and covers 41,943 hectares within the Birch-Uchi Greenstone Belt, where First Mining manages a land package greater than 70,000 hectares. The Springpole Project will include the development, operation and eventual decommissioning/ closure of an open pit gold mine and an on-site ore processing plant (with an expected throughput capacity of 30,000 tonnes/day) with supporting infrastructure. The project also requires the construction of an access road and power transmission line, as well as infrastructure for tailings and mine rock storage. With a mine life of 12 years, the construction period is expected to require up to 650 individuals, while 277 employees will be required to operate the mine at the height of operations.

Permitting activities have progressed in 2022, with a draft EIS/EA published in May, which is available through our [EA portal](#). As part of this process, government agencies, Indigenous communities and other stakeholders can provide feedback that will be considered and used to inform planning and decisions for the Project. The final EIS/EA is scheduled for submission in 2024.

In Q4 2022, we completed our 2022 development drilling campaign focused on advancing geotechnical, hydrogeological and geochemical studies, and during the 2021 and 2022 drilling programs we identified additional mineralization beyond the ore zone boundary as defined in the 2021 Pre-Feasibility Study (PFS) for the Springpole Project.



Duparquet, Duquesne, and Pitt Gold Projects, Quebec, Canada

In September 2022, First Mining completed the acquisition and consolidation of the Duparquet Project. The Duparquet Project, consisting of the Beattie, Donchester, Dumico and Central Duparquet claim groups, is now 100% owned by First Mining, along with the nearby Duquesne and Pitt Gold Projects. All three projects are located on the Destor-Porcupine Fault located within the Abitibi Region of Québec.

The project consists of the former Beattie mine which was once one of the most productive gold mines in Quebec producing over 1.2 million ounces until 1956. Following over 270,000 metres of drilling between 2000 and 2018, the project consists of over 3.4 million ounces measured and indicated plus 1.6 million ounces of inferred.

In 2022, we selected Stantec as the environmental consultant to initiate the planning for bringing baseline studies up to date and for supporting planning towards fulfilling the environmental assessment requirements for the Project.

Further consolidation efforts were undertaken in January 2023, with the acquisition of additional claims of the Porcupine East claim group to consolidate a strategic land package in between our Duparquet and Pitt properties. A Preliminary Economic Assessment for the Duparquet Project is expected in the second half of 2023, alongside the development and initiation of an expansion drill program and a regional exploration program.



DUPARQUET PROJECT

First Mining has long believed in the tremendous potential of the Duparquet Project since its April 2016 acquisition of Clifton Star Resources Inc., which held a 10% interest in the companies that owned this Project. In September 2022, First Mining acquired 100% of the Duparquet Project. This transformative acquisition positions First Mining as a leading gold project developer in Canada holding a total of approximately 9.3 million ounces of gold resources in the Measured and Indicated category and an additional 3.5 million ounces of gold resources in the Inferred category, across its entire property portfolio, including its two major and well-advanced projects at Springpole and Duparquet. First Mining owns the Duparquet Project through its wholly-owned subsidiary, Duparquet Gold Mines Inc./Mines d'Or Duparquet Inc.

The Duparquet Project is a well-advanced, development stage project with an NI 43-101 mineral resource updated in September 2022 comprising 69.2 million tonnes at 1.55 g/t gold totalling 3.4 million ounces in the Measured and Indicated category, plus an additional 37.4 tonnes at 1.36 g/t totalling 1.6 million ounces in the Inferred category and represents one of the largest projects in the Abitibi region of Quebec. This Project is located on the formerly producing Beattie and Donchester gold mines which operated between 1933 and 1956, producing 1.2 million ounces of gold. The accompanying technical report for the updated Mineral Resource estimate titled "NI 43-101 Technical Report and Mineral Resource Estimate Update for the Duparquet Project, Quebec, Canada," dated October 6, 2022, with an effective date of September 12, 2022, can be found on the Company's website at www.firstmininggold.com and on SEDAR under the Company's issuer profile at www.sedar.com.

As a brownfield site, the Project includes historic tailings containing an NI 43-101 mineral resource of 4.1 million tonnes at 0.94 g/t gold totalling 124,500 ounces in the Measured and Indicated category, and significant legacy infrastructure that will be remediated as part of the future redevelopment of the site. What was once viewed as an environmental legacy issue for the province and the local community is planned to be addressed with the completion by First Mining of an updated Preliminary Economic Assessment (PEA) for the Duparquet Project in 2023, which will build on the solid technical foundation established by the Project in the historical Pre-Feasibility Study completed by InnovoExplo for Clifton Star in 2014 (*entitled 'Technical Report and Prefeasibility Study for the Duparquet Project; effective date 26 March 2014'*). The project presents a unique and exciting opportunity to bring both environmental and economic benefits to the region in a substantive and long-term manner.

Work undertaken at the site in 2022 included the selection of an environmental consultant to initiate the planning for the collection of environmental baseline data to support project permitting. Routine water sampling was also carried out along with the development of a remediation workplan for the removal of the last historical concrete storage unit used for roaster dust.

In early November 2022, First Mining held an introductory public meeting in the community of Duparquet to meet local residents, answer questions and share information regarding next steps for the Project. A site tour was also provided to the mayor and municipal council of Duparquet. Of note, the Municipality of Duparquet is challenged by a lack of surface rights to adequately plan the town's sustainable development as the majority of lands are held by a subsidiary of Mines d'Or Duparquet as mining surface rights. Following the Project's 100% acquisition, First Mining initiated dialogue with the municipality to commence a collaborative urban planning review with the Project in mind and the eventual goal of providing the municipality with the lands needed for its own future development.

Looking forward to 2023, we are targeting the release of the PEA in the second half of the year and are planning for:

- Commencing environmental baseline programs,
- Introductory meetings with local First Nation representatives,
- Permitting activities related to the remediation of the historical roaster dust storage unit,
- Enhancing site safety protocols,
- Initiating regional exploration,
- Municipal land planning,
- Opening of an office in Duparquet,
- Launching of the Mines d'Or Duparquet website, and
- Planning for the Project's regulatory approval path.

We believe that Mines d'Or Duparquet represents a unique opportunity to integrate an exciting economic development plan with a robust environmental management plan to concurrently bring economic vibrancy to a great historic mining district while addressing a long-standing environmental legacy.



A MESSAGE FROM OUR CEO

On behalf of our entire Company, I am delighted to share First Mining's second annual ESG Report.

The year 2022 marked several very important steps in our ESG journey at both the Springpole Project, as well as with our new acquisition, the Duparquet Project.

In May, we completed and published our draft EIS/EA for the Springpole Project, a globally significant, strategic and robust gold deposit. The completion of the draft EIS/EA provides an up-to-date, comprehensive picture of this site and has put extensive data and analysis in the hands of local communities, Indigenous communities and provincial and federal regulators responsible for coordinating the advancement of Springpole through the regulatory process. The draft EIS/EA has been reviewed by all provincial and federal regulators and a number of local Indigenous communities. The feedback is being incorporated into the development plan and designs which aim to be industry-leading in terms of the anticipation, management and mitigation of impacts related to climate change and energy management, tailings and waste, water resources, land use and biodiversity. In total, First Mining invested more than \$11 million on the EA process in 2022 through ongoing baseline data collection, consultation, expert consulting, technical and engineering studies, field work and preparing the draft EIS/EA. First Mining also supported initial phase work towards the development of a process agreement for an Indigenous Impact Assessment with local First Nations communities.

One key area I would like to highlight is Indigenous and community relations, a topic among the highest material focus for our Company. Our engagement efforts were inclusive, ranging from community meetings and open houses, to providing important capacity support for local Indigenous communities on environmental baseline studies and independent technical reviews of our work across all areas of the environment, and in supporting training and employment programs for Indigenous

workers. Coupled with our efforts on other material topics, this underscores the progress demonstrated in this second ESG Report and of First Mining's overall commitment to ESG.

In September, we completed the acquisition of the Duparquet Project. With a mineral resource estimate of 3.4 million ounces of gold at a grade of 1.55 g/t gold in the Measured & Indicated category, and an additional 1.6 million ounces of gold in the Inferred category at a grade of 1.36 g/t gold, the Duparquet Project brings with it an enormous opportunity to redevelop and revitalize a world-class mining district while also being able to demonstrate overall environmental benefit through the integration of historical tailings reprocessing and the construction of modern-day engineered mine facilities as part of the site's redevelopment planning. First Mining conducted studies as part of the due diligence around this acquisition and recognizes the opportunity to address a historical environmental legacy in combination with a new mine plan. Our plans include collecting and updating environmental baseline data and working with the Municipality of Duparquet and its residents on project planning initiatives. Our engagement with the Municipality of Duparquet has been very constructive to date and we look forward to advancing the project with aligned interests with local stakeholders and Indigenous communities.

While many mining developers talk about ESG being central to their business, at First Mining, we recognize that ESG is fundamental to our business. One of our core values is "we embrace challenges and continuously strive for optimal solutions." It is a cornerstone of our business philosophy as well as our approach to ESG, and I trust readers will find that it is reflected in our actions and our efforts as detailed in this ESG Report. We welcome your feedback and look forward to continuing our story as we take the Springpole and Duparquet Projects and First Mining into the future.



\$11M+

First Mining invested more than \$11 million on the Environmental Assessment process in 2022



3.4Moz

Estimated ounces of gold at a grade of 1.55 g/t in the Measured & Indicated category

Sincerely,



Daniel W. Wilton

Chief Executive Officer
First Mining Gold Corp.



A MESSAGE FROM OUR CHAIRMAN

From our inception, First Mining has been committed to being transparent, while disclosing and continuously improving our ESG performance in a consistent manner across our business with all local communities in mind. ESG is a critical topic discussed at each Board meeting and is an important consideration in setting First Mining’s strategy and goals for 2023 and beyond. As we now advance two world-class projects in Ontario and Quebec, the publication of First Mining’s second ESG Report and the actions it details represent important milestones in the Company’s ESG journey.

We are very proud of our track record of improving employment, contracting Indigenous-owned businesses and supporting Indigenous communities and people. As at the end of 2022, 19% of our employees self-identified as Indigenous, including 55% of our site staff at Springpole. In 2022, First Mining spent \$3.48 million in goods and services with locally and Indigenous-owned businesses, an increase of 38% from 2021 and an increase of over 184% from 2020. First Mining also provided over \$100,000 in community donations over the past two years supporting Indigenous community health and wellness, youth outreach and sports programs, and community events.

ESG topics are increasingly critical in all sectors, including the mining industry: Environmental management requires a best practice approach, safety must be a top priority, and engagement, consultation, cooperation and investment in local communities, Indigenous and non-Indigenous peoples is fundamental to a mining project’s success. We have seen ESG matters rising in importance among our stakeholders and we recognize that strong ESG management increases shareholder value. This will continue to drive the capital allocation decisions at the Board level for First Mining.

First Mining’s ESG journey is on its way and this ESG Report builds on the strong foundation of our inaugural ESG Report last year, demonstrating our progress on robust, forward-looking commitments in preparation for future development of environmentally sustainable operating sites at Springpole and Duparquet.



\$3.48M

Spent in goods and services with locally and Indigenous-owned businesses



19%

of our employees self-identified as Indigenous, including 55% of our site staff at Springpole

Sincerely,



Keith Neumeyer

Chairman of the Board of Directors
First Mining Gold Corp.





2022 ESG HIGHLIGHTS



Published Draft Environmental Assessment

completed and published the Springpole Project draft EIS/EA for review and input from government agencies, Indigenous communities and other stakeholders



30%

of full-time employees are female



19%

of full-time employees self-identify as Indigenous



Zero

total recordable injury cases



\$48k

total community investment supporting health and well-being



100%

Acquired percentage of the Duparquet Project



\$725k

overall capacity support funding for Indigenous communities, including traditional knowledge studies

STAKEHOLDER ENGAGEMENT & MATERIALITY ASSESSMENT

At First Mining, we recognize that our mining projects involve a diverse range of stakeholders, such as municipalities and residents, area service providers, land users, surface rights holders and businesses, as well as important local Indigenous communities. We aim to develop our projects in a way that not only benefits the local and regional communities but also minimizes adverse effects. Community engagement is an essential component of the ongoing EA process for First Mining to provide consultation opportunities for communities and regulators, as well as align project and regional development plans benefiting local Indigenous communities and stakeholders.

In addition to engagement carried out as part of our EA processes, we conducted a materiality assessment in 2021 to support us in identifying our material ESG topics for reporting. Topics were identified by understanding aspects relevant to our operations and prioritized through engagement with internal stakeholders. As a result of this process, 8 topics and 15 subtopics were identified as being material, structuring our 2021 and 2022 ESG reports.

We plan to revisit these topics in the future to be able to account for additional perspectives, as well as changes to our business context as we advance through the project development phases.

Material Topics and Sub-Topics

Category	Material Topics	Material Sub-Topics
Environment	Climate Change & Energy Management	Greenhouse Gas (GHG) Emissions & Energy Use
		Air Quality
	Water	Water Quality
		Water Use
	Tailings & Waste	Tailings Management Planning
		Waste Management Planning
	Land Use & Biodiversity	Land Use
		Biodiversity
Social	Indigenous and Community Relations	Indigenous Consultation
		Indigenous Employment and Contracting
		Community Investment
		Community Health
		Regional Procurement
	Worker Health and Safety	
Governance	Diversity, Equity and Inclusion (DEI)	
	Ethics & Compliance	Bribery & Corruption
		Tax Transparency

SUSTAINABLE DEVELOPMENT GOALS

As part of the United Nation's 2030 Agenda for Sustainable Development, the 17 UN Sustainable Development Goals (SDG) aim to achieve social inclusion, environmental sustainability and economic development worldwide.

First Mining is aware that our contribution to the SDGs will vary during different stages of our mining projects, from exploration to decommissioning. As we manage and mitigate environmental and social risks and opportunities, we can contribute to the SDGs that most closely align with our sustainability and business strategies.



As our projects advance in the coming years, we will be able to make a greater contribution to additional SDGs including:



We identified the following SDGs where First Mining can make the most significant contributions:

3 GOOD HEALTH AND WELL-BEING



SDG 3: GOOD HEALTH & WELL-BEING

SDG TARGET

3.9 Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination

FIRST MINING CONTRIBUTIONS

Meeting or exceeding Canadian and provincial regulatory requirements for environment and safety aspects. In addition, through the rigorous federal and provincial EA process, we are evaluating potential environmental effects and identifying mitigation measures where necessary to minimize the potential for adverse effects on air, water and land, and maximizing positive socio-economic benefits.

5 GENDER EQUALITY



SDG 5: GENDER EQUALITY

SDG TARGET

5.5 Ensure women's effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life

FIRST MINING CONTRIBUTIONS

We consider diversity (including but not limited to gender, age, location, minority status and ability/disability) by aiming to interview at least one candidate who is a woman or from a minority group for each Board opening. As of now, out of the five Board Directors, one is female. In September 2022, Lisa Peterson became the Chief Financial Officer, becoming the Company's first minority female officer.

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8: DECENT WORK AND ECONOMIC GROWTH

SDG TARGET

8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers

FIRST MINING CONTRIBUTIONS

Our Safety Training Policy was introduced in 2022 to aid employees in understanding the potential work-related risks and to equip them to handle emergency situations effectively. The Health, Safety and Environment Manual, developed with the mines' operational stage in mind, is the primary resource detailing various safety procedures and is a key resource during new hire training.

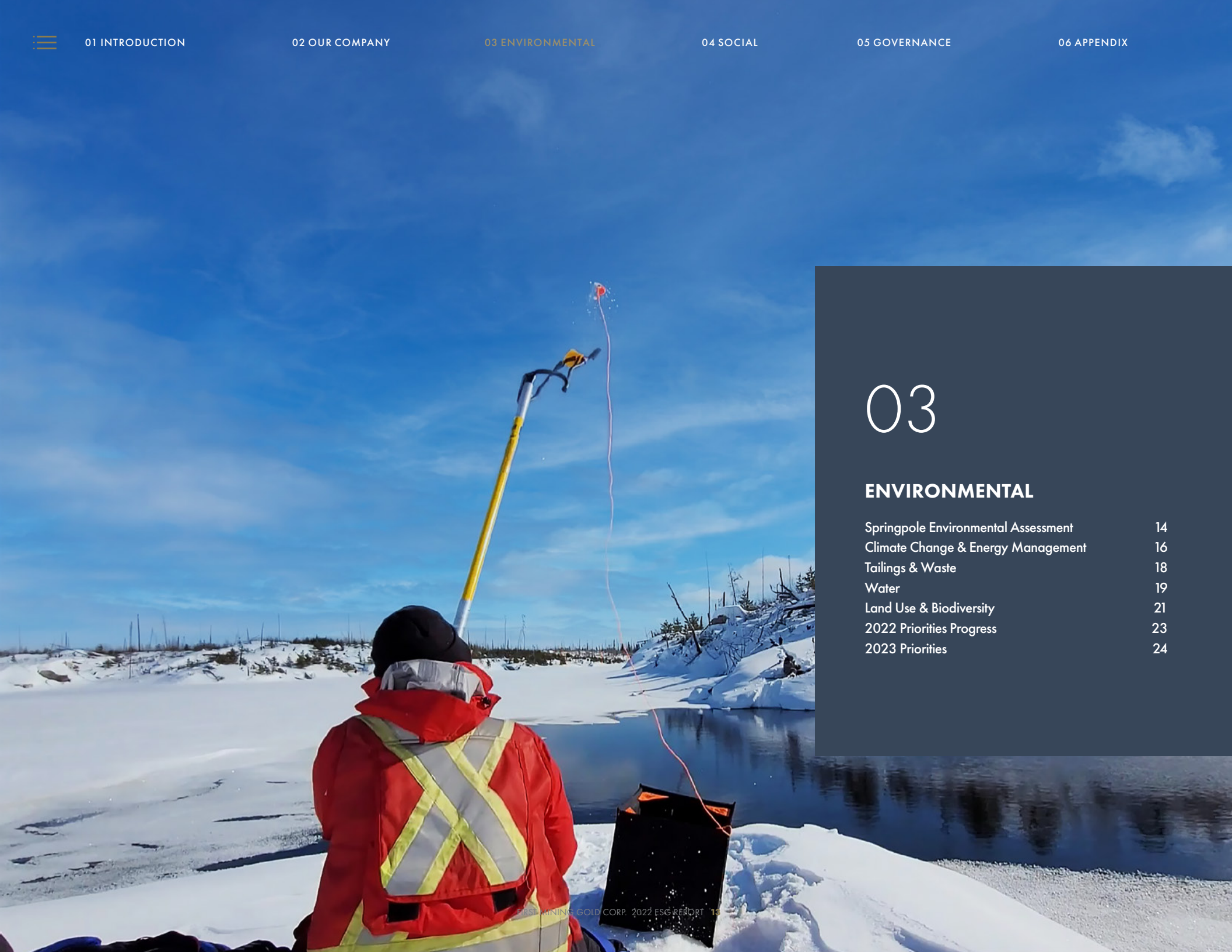
17 PARTNERSHIPS FOR THE GOALS



SDG 17: PARTNERSHIPS FOR THE GOALS

FIRST MINING CONTRIBUTIONS

We believe engaging and collaborating with our stakeholders and local Indigenous communities is key to maximizing our contributions to these SDGs. Through the EA process, we are engaging with Indigenous and local communities, government agencies and other stakeholders to enable them to provide additional input that will be used to inform the Springpole Project final EIS/EA.



03

ENVIRONMENTAL

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ENVIRONMENTAL

First Mining believes that environmental protection is a prerequisite for responsible mine planning and development. Accordingly, environmental stewardship is an integral part of all aspects of our work when planning our projects and operating our sites. We believe that a healthy environment provides for healthy communities, which are fundamental for present and future generations. We are committed to developing high standards of environmental care with respect to climate, water, air, wildlife, vegetation and aquatic life.

SPRINGPOLE ENVIRONMENTAL ASSESSMENT

An EA is a necessary part of the planning process to obtain approvals to develop a new mine in Ontario, intended to identify, predict and evaluate the potential environmental effects and describe appropriate mitigation measures to minimize the potential for negative environmental effects.

We have been working closely with the federal and provincial environmental approval agencies to coordinate the federal and provincial EA processes. The coordinated approach facilitates greater efficiency and fosters cooperation between parties.

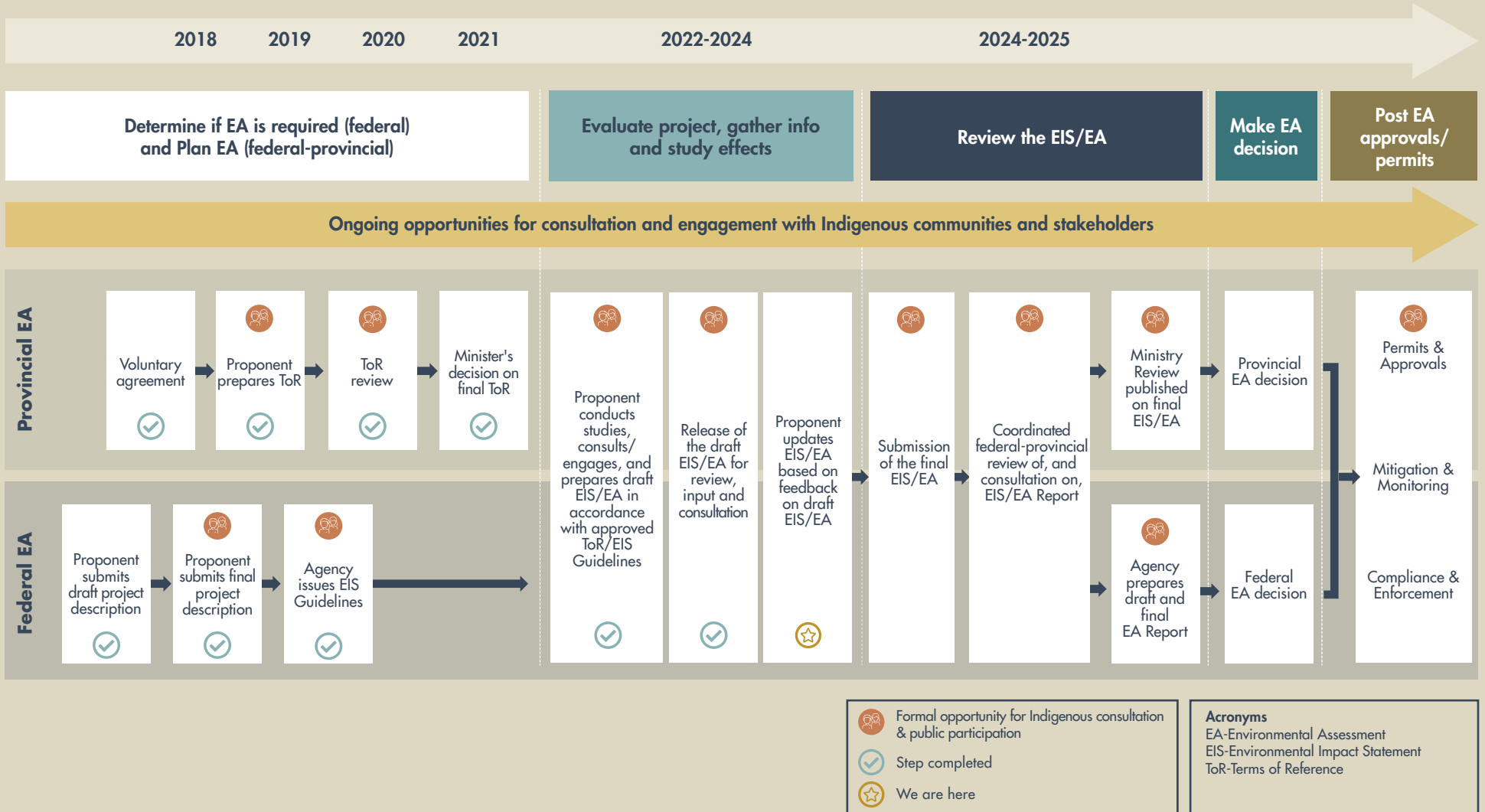
First Mining received approval of the Springpole Gold Project Environment Assessment Terms of Reference on November 8, 2021, which commenced the provincial EA process. The goal of the EA process is to ensure that any mine at Springpole is built in a manner that minimizes the effects on the environment while also considering Project benefits to labour, economy and regional infrastructure.

In May 2022, we released the draft EIS/EA which is an important consultation and engagement opportunity for communities and regulators. The draft EIS/EA presents a comprehensive description of the Springpole Project and proposed mitigation measures, providing an opportunity for the project to be considered holistically. Government agencies, Indigenous communities and other stakeholders can consider the overall project context and provide additional feedback that will be considered and incorporated into our decision making as part of the final EIS/EA targeted for submission in 2024. Understanding the vision and goals of local communities to create beneficial opportunities is an integral element of our development planning. To facilitate information sharing through the EA process, we created the [Springpole Gold Project Environmental Assessment portal](#) where all EA related information, including the draft EIS/EA, is made available to the public in a timely and transparent manner.

The draft EIS/EA identifies potential environmental effects and proposes mitigation measures and opportunities to enhance positive effects. It uses a conservative approach to predict whether there will be environmental effects after mitigation measures are in place. Based on the results of the draft EIS/EA, including Project design features and proposed mitigation measures, the Project is predicted to be constructed, operated, and eventually closed in a manner that is compatible with the environment while being able to generate significant socio-economic benefits in the region. Several monitoring and reporting strategies have been proposed to validate the EA findings, and to determine if adaptive management measures may be required, which will be detailed further in the final EIS/EA and subsequent permitting applications.



Coordinated federal - provincial Environmental Assessment process for the Springpole Gold Project





CLIMATE CHANGE & ENERGY MANAGEMENT

Management Approach

As part of First Mining's commitment to building a culture of shared responsibility and accountability for the environment, we are determined to take a leadership position on important issues within our industry such as climate change. Our environmental work is therefore designed to minimize our impact, reduce our consumption of non-renewable energy sources, and make our activities and operations, current and future, more energy efficient.

During planning and design of Springpole, we are considering how climate-related risks, such as extreme weather conditions and increased temperatures, might impact the Project. The analysis provided in the draft EIS/EA considers three time horizons (from 2011 - 2100) and three emissions scenarios (Representative Concentration Pathway (RCP) 2.6 (very low), RCP 4.5 and RCP 8.5 (very high) in order to determine potential mean changes in climate. Although climate changes could potentially result in a shift in weather conditions and/or the frequency of extreme weather events, the relatively short life of the Project (10-12 years of operation) means the longer-term changes in climate are unlikely to require additional mitigation over the operating life of the Project. However, Project infrastructure is being designed in consideration of climate change, including extreme weather events. For example, water management infrastructure considers scenarios such as the probable maximum flood, and a 100-year, 24-hour storm event.

GHG Emissions & Energy Use

The Springpole Project is currently in the pre-construction planning phase, with greenhouse gas (GHG) emissions at a minimum. These are mainly generated in the context of development drilling programs at our exploration site. Following completion of the Springpole Pre-Feasibility Study in January 2021, which supported our proposal for a 30,000 tonnes-per-day open pit mining operation, we conducted an analysis of potential GHG emissions from the project, focusing particularly on Scope 1 GHG emissions¹ from energy use.

¹ Scope 1 GHG emissions from energy use refers to any direct releases of CO₂, CH₄, N₂O resulting from fuel combustion at the Springpole Gold Project for the transportation of materials, use in the production process or for heating.

Our plans include connecting the Springpole Project to the Ontario electrical power grid as a primary method for reducing GHG emissions, instead of site-based diesel power generation. This is possible due to Ontario's electricity grid being powered by a range of diverse resources, including hydro (24%), nuclear (34%), natural gas (27%) and renewables (14%)². We are proposing to build an 89-kilometre transmission line and making a significant long-term investment in infrastructure in northwestern Ontario in the process. Not only will the line service the Springpole Project, but it has the potential to provide future business opportunities and other long-term regional energy initiatives for Indigenous communities.

As part of the Springpole Feasibility Study, we continue to assess electrification options to further reduce GHG emissions with major equipment manufacturers for the Project. While current technology remains limited for the larger open pit equipment, significant advances in battery technology and electrification, as well as hydrogen-powered mine trucks are currently being advanced. Based on discussions with the major equipment providers, we expect to see further advancements and first-generation equipment coming off assembly lines as early as 2025. First Mining will continue to assess opportunities to reduce GHG emissions through electrification and use of alternative technologies.

As we move forward through the EA process, we continue to also evaluate supplemental power supply alternatives, including renewable energy. To lay the groundwork for considering supplemental options, we commissioned an initial scoping study evaluating the opportunities to incorporate renewable power generation into the Springpole Project development plan. The study concluded that wind and solar were both potential supplemental power sources for the Project and warrant further analysis. In 2022, we commenced site-specific, investment-grade data collection for wind resources, which will continue through 2023. In addition, First Mining commissioned a high-level assessment to enable First Nations partners to explore renewable energy development opportunities that could take advantage of the Springpole Project by sharing the transmission line.

The current site is an exploration camp, where key sources of emissions include power generators, vehicles and drills; the latter consuming more fuel than other equipment in the camp.

² Independent Electricity System Operator. 2023. Ontario's Electricity Grid. <https://www.ieso.ca/en/Learn/Ontario-Electricity-Grid/Supply-Mix-and-Generation>.

Air Quality

Air quality is assessed in the draft EIS/EA and mitigation measures have been identified where required to ensure regulatory requirements are met. Two air quality baseline stations were operated on-site throughout 2022 to collect baseline data on the following parameters:

- Suspended Particulate Matter (SPM; previously and commonly referred to as total suspended particulate, or TSP)
- Metals in Suspended Particulate Matter (including arsenic, cadmium, chromium, cobalt, copper, iron, lead, magnesium oxide, manganese, nickel, selenium, vanadium and zinc)
- Particle-bound mercury
- Inhalable Particulate Matter (PM10)
- Respirable Particulate Matter (PM2.5)
- Dustfall
- Sulphur dioxide (SO₂)
- Nitrogen dioxide (NO₂)
- Total volatile organic compounds (VOCs)

We used modelling from the most recent version of the U.S. EPA AERMOD model to predict air quality effects. The modelling was done using the methods and requirements provided in Air Dispersion Modelling Guideline for Ontario Version 2.0, PIBS 5165e02. Results of the modelling were combined with baseline air quality data to provide predicted total ambient air quality.

Performance

In 2022, First Mining set up a system to track fuel usage to estimate GHG emissions from the existing exploration camp. Leveraging a fuels-based approach that is consistent with the Springpole draft EIS/EA, we have estimated our annual GHG emissions.

GHG Emissions Estimation¹

Fuel Type	Approximate Amount Used (L)	Approximate GHG Emissions (tCO ₂ e)
Diesel	132,770	359
Gasoline	9,882	23
Propane	25,373	39
Aviation Fuel	19,800	51
TOTAL	187,825	472

¹ Fuel volumes are based on approximates, and are tracked via invoices and the type of equipment fuel was used in was conservatively estimated.

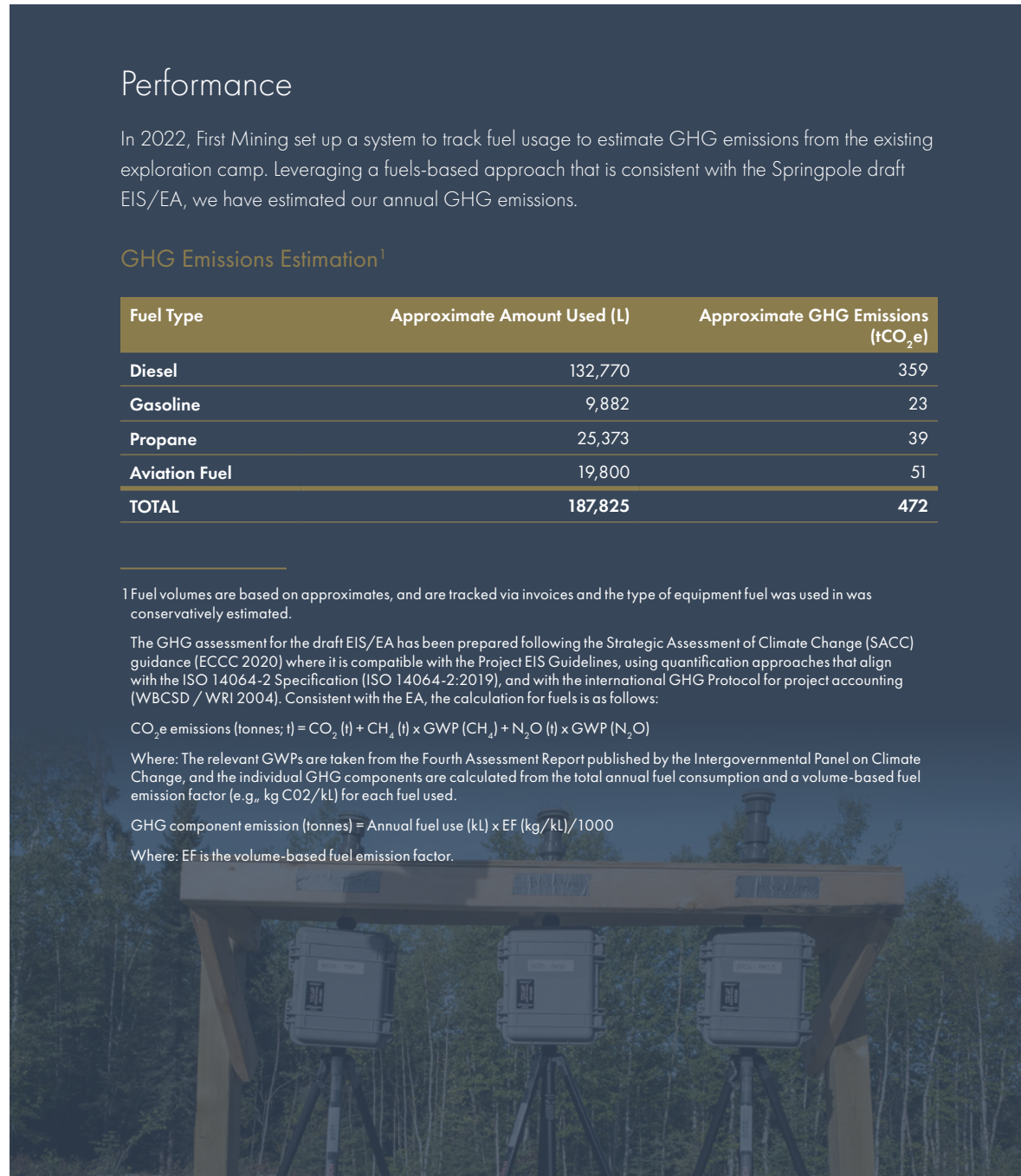
The GHG assessment for the draft EIS/EA has been prepared following the Strategic Assessment of Climate Change (SACC) guidance (ECCC 2020) where it is compatible with the Project EIS Guidelines, using quantification approaches that align with the ISO 14064-2 Specification (ISO 14064-2:2019), and with the international GHG Protocol for project accounting (WBCSD / WRI 2004). Consistent with the EA, the calculation for fuels is as follows:

$$\text{CO}_2\text{e emissions (tonnes; t)} = \text{CO}_2 \text{ (t)} + \text{CH}_4 \text{ (t)} \times \text{GWP (CH}_4\text{)} + \text{N}_2\text{O (t)} \times \text{GWP (N}_2\text{O)}$$

Where: The relevant GWPs are taken from the Fourth Assessment Report published by the Intergovernmental Panel on Climate Change, and the individual GHG components are calculated from the total annual fuel consumption and a volume-based fuel emission factor (e.g., kg CO₂/kl) for each fuel used.

$$\text{GHG component emission (tonnes)} = \text{Annual fuel use (kl)} \times \text{EF (kg/kl)} / 1000$$

Where: EF is the volume-based fuel emission factor.



TAILINGS & WASTE

Tailings Management Planning

While tailings are not relevant given our current stage, First Mining has planned the tailings management approach for the Springpole Project in preparation for construction and development. Tailings are the primary by-product from the processing of ore and consists of fine crushed rock after gold and silver have been extracted. The storage of tailings and mine rock at the Project site and subsequent long-term closure strategy are important aspects of project planning and sound environmental management.

To determine the best means of storage, First Mining conducted a comprehensive alternatives assessment in line with the federal requirements of Environment and Climate Change Canada. Results of the assessments concluded that the best solution would be in a single Co-Disposal Facility (CDF) which has two key benefits over a separate mine rock stockpile and tailings management facility. The first is a significant reduction in project footprint – contributing to the 780 hectares Project footprint, representing one of the smallest footprints for a mine of its class; and the second is the GHG emissions reduction from reduced need for the transportation of materials. The CDF is planned to include a primary area to store mine rock and the non-acid generating (NAG) portion of the tailings, which account for 80% of the tailings produced over the life of mine. A smaller dedicated cell is designed to mitigate potential acid generation and seepage, which will store the remaining 20% of tailings. Additional geotechnical investigations in 2022 have further confirmed the foundation conditions for the CDF are equal to, or better than previously assumed conditions.

Following advancement of Project engineering, and in consideration of comments received from the province of Ontario on the draft EIS/EA, which generally questioned the proposed combined disposal logistics of a dry filtered NAG tailings with

mine rock, First Mining has undertaken further engineering studies resulting in optimizations for the CDF.

The optimized deposition strategy includes the production of a thickened NAG tailings, instead of the previously considered filtered tailings, which would have presented challenges with respect to transportation, placement and the ability to achieve the desired co-mingled product. Hydraulic transport and deposition of a thickened NAG tailings in the CDF would utilize a pipeline instead of trucking. The hydraulic transport and placement provide a more robust operation for co-disposal while meeting the design intent: reduced energy consumption (associated with the original filtration process), reduced air emissions (dust and GHG emissions), and additional mitigation for spill prevention.

Additional geotechnical investigation has also further confirmed that the foundation conditions for the CDF are equal to or better than previously assumed conditions. This is largely due to the low hydraulic conductivity of the andesite bedrock which provides a highly favourable foundation to limit seepage emanating from the CDF without a liner under the south cell. Further, the embankments of the south cell of the CDF will be lined as described in the draft EIS/EA. Additional engineering controls, such as bedrock grouting will also be developed as needed during detailed engineering.

There are no changes anticipated to seepage water quality as a result of the CDF optimization. In addition to the favourable foundation conditions, seepage mitigation will include perimeter seepage capture and management in the contact water collection system.

We are continuing to design the CDF in accordance with the Canadian Dam Association (CDA) Guidelines. In 2023, in a proactive manner consistent with industry best-practice, we intend to commission an independent technical review board, consisting of three independent leading experts in the field of tailings management and geotechnical engineering, to review our proposed CDF design when it is complete.

Waste Management

Waste management at the Springpole Project site is currently focused on addressing the needs of the exploration camp. There is a sewage treatment system on-site. Where possible, waste generated on the site is reused and recycled. For example:

- Used oil is shipped out to Red Lake for collection by a disposal firm
- Used batteries are taken to a recycling depot in Red Lake
- Used tires are recycled locally
- Scrap metal is sent out to a machine shop for re-use

The remaining waste is sent to authorized off-site landfill. In the summer, waste is sent out with the air charter company's waste and sent to authorized local landfills in Sioux Lookout & Ear Falls. In winter, waste is hauled out to Ear Falls and from there, a local contractor transports the waste to the local landfill.

Through the year, plans to upgrade the sewage treatment system at the site were undertaken, with the upgrades to be completed in 2023. No significant incidents associated with waste management occurred in 2022.



WATER

First Mining's Management Approach

Just as clean water is central to the health of the natural environment, robust water management, careful water use and water treatment technologies for the protection of water quality are key practices that underscore First Mining Gold's commitment to develop and adhere to high standards of environmental care. The planning and assessment completed in 2022 and published in the draft EIS/EA is critical to our preparation for future mine construction at Springpole and is an ongoing substantive focus of our engagement activities with Indigenous communities, regulators and other stakeholders.

Contact Water Collection, Recycling and Discharge

A freshwater supply will be required for water deficits, initial start-up and potable water uses. A freshwater intake in a large waterbody located adjacent to the future plant site has more than adequate volume to meet Project needs without impacting natural water levels. The area of Springpole is considered of low overall water stress, meaning there is ample renewable surface and groundwater supplies relative to minimal anticipated total water needs for the Project.

Management of contact water (water that comes into contact with mining, mineral processing or tailings and is conservatively assumed not suitable for direct release into the environment) is a primary focus of our Project planning and includes an integrated site water management system for the Project. At Springpole, contact water will be collected in ditches, sumps and constructed ponds, and then transferred to a central water management pond for either re-use in the process plant or sent to the designated water treatment plant prior to discharge.

Excess contact water from the Project site will need to be discharged to the environment. An Effluent Treatment Plant (ETP) employing the best available technology economically achievable is planned for the Project to remove metals and suspended solids from the contact water. This treatment will be in addition to the metal removal that will occur within the process plant and the natural physical and chemical attenuation processes that will occur within the integrated site water management system.

Controlled Dewatering of the Open Pit Mining Area

As our plan for the Springpole Project takes shape, a key area of focus is the controlled dewatering of the open pit mining area required to access the ore body.

During the first year of construction, two dikes will be constructed to isolate a small portion of a northern bay of Springpole Lake. The open pit basin dewatering requirements are limited to 6% of Springpole Lake which, in turn, represents 1% of the overall larger lake complex surrounding the project (Birch Lake, Springpole Lake and Seagrave Lake).

The controlled dewatering process will be designed to mitigate potential environmental effects, primarily by maintaining lake levels within natural variation and managing suspended sediment.



Water Resources Effects Assessment

The draft EIS/EA included a detailed assessment of potential effects on water resources, including surface water quality, hydrology, and groundwater quality and flow. The assessment uses a conservative approach, which means the results provide higher-than-expected estimates, to ensure that potential effects from the Project will not be underestimated.

Groundwater

Quantitative hydrogeological modelling was used to support the assessment of groundwater flows. Changes in groundwater quality due to Project development are assessed via characterization of changes to groundwater - surface water interactions and estimated by the surface water models developed for the Project.

The results of the modelling predict that the Project will have a localized residual effect on groundwater only in the immediate vicinity of the open pit during operations. This effect is a localized reduction in groundwater quantity contributions to surface water which is predicted to be reversible after closure. Groundwater quality in the immediate vicinity of the mine site infrastructure is not expected to affect surface water quality.

Surface Water

To support the assessment of surface water flows and quality, quantitative predictive models were used: water balance and water quality modelling.

Surface water quality modelling was performed to evaluate the potential effects of the Project on the concentrations of total and dissolved metals, nutrients and anions in Birch Lake, as well as for the north basin of Springpole Lake, the southeast arm of Springpole Lake and local inland waterbodies. The surface water quality model for the Project is a mass-balance model developed in GoldSim (Version 12.1) to estimate the volume and flow of water, and the concentrations and transport of chemical species as a function of time. The results of the modelling predicted minor and localized increase in concentrations for some water quality parameters above baseline conditions but below water quality guidelines.

Water balance modelling was performed to evaluate the potential effects of the Project on the baseline flow regime and estimates the changes in surface water quantity as a result of Project development. The assessment predicted there will be a minor and localized seasonal decrease in catchment flows and a short-term water taking during initial closure to expedite open pit filling, which are both predicted to be reversible at closure. Overall, these minor changes are not expected to affect lake levels as water levels will stay within existing seasonal ranges.

LAND USE & BIODIVERSITY

Management Approach

We are committed to minimizing disturbance during current exploration and planning for construction and operation activities, as well during site restoration after mine closure.

Closure and rehabilitation planning for the mine site and CDF are important parts of the mine planning and EA processes. We have begun work on these concepts through the draft EIS/EA and details on these plans and the consultations that inform them will be included in future ESG reports.

First Mining believes in fostering environmental awareness across the organization and building a culture of shared responsibility and accountability for the environment. We also recognize the value of applying robust science and rigorous environmental monitoring—before as well as during mine construction and operation—to help us achieve our protection goals.

Wildlife Surveys

Performance

In 2022, we spent over \$4.7 million in environmental studies and analysis, including key wildlife and habitat studies focused on species at risk, as well as research on water, air and noise. The purpose of the 2022 program was to continue data collection to determine and monitor existing conditions at the Springpole site to meet or exceed federal and provincial permitting requirements. The information collected in field surveys will supplement the information used in the EA and support long-term monitoring of trends through all phases of the Project.

Studies included:

- Bird and bat surveys
- Vegetation and wetland community surveys and mapping
- Aerial survey targeting Caribou (Boreal population) and Wolverine
- Amphibian and turtle surveys
- Fisheries assessments
- Small mammal sampling

The scope, methods and main findings of our 2022 surveys are detailed in the following table:

Species	2022 Survey Details	Results
Caribou	Aerial surveys (February to March) over known Caribou (Boreal population) overwintering areas as well as adjacent areas of mature coniferous forest blocks (suitable habitat).	26 Caribou groups were recorded, 161 Caribou observed. No groups were detected in close proximity to the Project. We undertook extensive planning in preparation to deploy satellite telemetry collars on 50 caribou in 2023.
Bats	Habitat assessment (June to July) plots completed over 12 locations for bat maternity roost habitat assessments.	Bats were identified as present and are common throughout the region.
Birds	Sonic recorders (May to August) deployed at more than 51 locations. Breeding owl and bird surveys completed to describe abundance, distribution, and life stages of birds and their habitat that are found, or are likely to be found, in Project area.	More than 20 Raptor nests including (Bald Eagle and Osprey) confirmed in 2021 and are still common throughout the region.
Wolverine	Aerial surveys (February to March) observations of wolverine were taken in tandem with Caribou surveys.	Wolverine observed during aerial surveys and are common throughout the region. Wolverine tracks were also recorded along the edges of lakes and streams in multiple locations during fisheries assessments. Extensive planning was taken in preparation to deploy wolverine hair snagging stations across ~4,450 km ² to collect population data through DNA sampling in 2023.
Vegetation	Vegetation surveys (May to July): More than 141 locations surveyed to inform sensitive and significant vegetation communities. Wetland surveys (August): More than 90 locations surveyed to characterize potential wetland areas.	Plant communities and wetlands are typical of the surrounding area.

The Project will develop plans to minimize and offset potential impacts on Caribou and we are required to obtain an Overall Benefit Permit from the province of Ontario. Plans to develop and achieve the requirements of Overall Benefit will be developed through the EA and permitting process.

Fisheries Assessment Program

Large, cold-water lakes in the Project area, notably Springpole Lake, Birch Lake and Seagrave Lake, all support similar fish communities: Walleye, Northern Pike, Yellow Perch, Lake Trout, Lake Whitefish and other non-game species. Indigenous community members report that Lake Sturgeon are, or were, historically present in the area, but the species has not been identified in field studies to date.

The purpose of the fisheries assessment program was to describe the fish community, assess and map the location and spatial extent of fish habitat, and identify spawning locations. This data can be used to identify potential project-related effects, develop strategies to eliminate or mitigate them, and to aid development of long-term monitoring programs. Additional input from Indigenous communities will help to further evaluate and refine fish habitat offsetting options. We are also in discussions with Fisheries and Oceans Canada and Environment and Climate Change Canada to refine plan details to meet Fisheries Act policies.

The 2022 fisheries assessment program built on previous studies and was scoped to address input received from Indigenous communities and government agencies. For example, Lake Trout and Whitefish were included as species sampled for contaminants as they are valued species to Indigenous communities. The program also involved collecting seasonal data from the sample locations that were proposed for 2021 but were not accessible during 2021 due to overland access restrictions due to forest fires.

eDNA Sampling

In 2022, an Environmental DNA (eDNA) sampling program was carried out during the spring and summer to assess the presence of Lake Sturgeon and to incorporate a new line of evidence to corroborate the established fish community, which was derived from conventional fishing methods. The eDNA sampling program is considered non-invasive and does not result in any incidental mortality to fishes. This can be particularly advantageous when investigating relatively sensitive fish species that are less abundant, slow to mature and less resilient to physical capture methods. The eDNA program involved the collection of water samples from multiple locations in the lakes and at representative depths within the water column. The water samples were filtered and preserved on site, then transported to a specialized lab and analyzed using a metabarcoding technique that can identify the presence of multiple species by their individual DNA. This is a new and novel methodology being used in aquatic studies for confirmation of the fish communities, identifying the presence of rare and difficult to capture species, whilst mitigating the inherent fish mortalities associated with conventional capture methods.

Results have been consistent with other aquatic studies, demonstrating that when sufficient samples and replicates are collected, the metabarcoding technique successfully identified 100% of the known species in Springpole Lake, and when fewer samples were collected, there was still a high percentage of the known community identified. Additional eDNA sampling is planned at historical Lake Sturgeon spawning locations in 2023 to assess if the sites are currently being used.

Lake Hydroacoustic Study

A hydroacoustic fish community sampling program was completed in September throughout Springpole Lake. Hydroacoustics is a non-invasive method of surveying the density, abundance and biomass of fish populations utilizing sound movements through water. The results show that the three northern basins of the lake provide summer habitat for cold-water species and Walleye. While the three northern basins provide comparable abundance values, there is slightly greater abundance in the basin south of the west dike. This is an important finding that supports the conclusion that the dewatering of the north basin of Springpole Lake, with appropriate planning during the EA process, will not put any species that reside in the lake at risk throughout all phases of the Project.

Additional monitoring techniques and data gathered in the 2022 fisheries assessment program include:

Study Component	Data Gathered
Lower Trophic Level sampling within Springpole and Birch lakes	Phytoplankton and zooplankton data collected for comparison to 2021 data and contribute lower trophic level baseline data to the Project.
Lake Sturgeon eDNA	Environmental DNA study carried out to assess Lake Sturgeon presence within the Birch River near Springpole Lake, as well as sampling within known Lake Sturgeon habitat.
Broadscale Monitoring – Springpole Lake	Fish population data collected as per standardized provincial protocol. Ageing and contaminant in tissue analysis carried out for Lake Trout, Lake Whitefish and other key species.
Inland Waterbodies Fish Community and Habitat Surveys	Fish community and habitat data collected from previously unsampled inland waterbodies.
Fish Spawning/Migration Assessment – Springpole Lake	Fish migration data collected to confirm species movements in/out of Springpole Lake. This included Lake Sturgeon and other culturally significant species (e.g., Walleye).
Birch Lake Fish Community and Habitat Surveys (non-lethal), as well as sediment quality and benthic invertebrate community surveys	Fish community surveys carried out within the nearshore area of Birch Lake and tributaries of Birch Lake.

2022 PRIORITIES PROGRESS

First Mining advanced the priority activities highlighted in the 2021 ESG report throughout 2022 as follows:

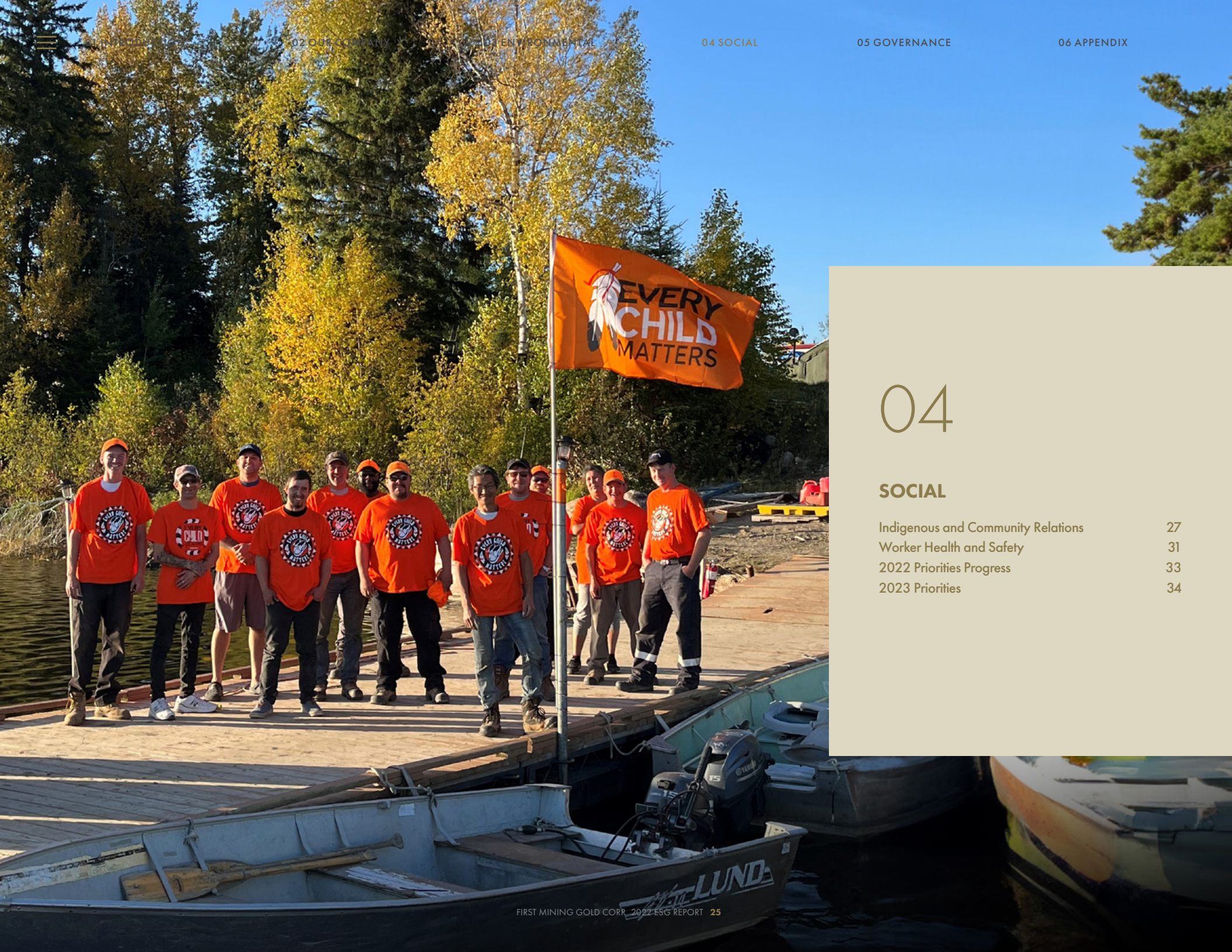
Topic	2021 Priority	2022 Performance
Springpole Environmental Assessment	Complete and share for public review a draft EIS/EA.	✔ Complete Draft EIS/EA available as of May 2022.
Climate Change & Energy Management	Set up a system to track fuel use in order to begin tracking GHG emissions.	✔ Complete Fuel use tracking setup and carried out in 2022.
	Explore opportunities with local Indigenous communities for potential renewable power development, informed by site-specific data collection on potential for wind and solar sources.	🔄 Ongoing Site-specific, investment-grade data collection for wind resources commenced and will continue through 2023. In addition, First Mining commissioned a high-level assessment to enable First Nations partners to explore renewable energy opportunities through the sharing of the Springpole Project’s transmission line.
	Refine predictions of effects on air quality from the proposed project and identify mitigation measures if required.	✔ Complete Predictions of effects on air quality and associated mitigation measures published in draft EIS/EA. The modelling predicted that there will not be any exceedances of Ontario Ambient Air Quality Concentrations values at receptor locations.
Tailings & Waste	Advance the tailings facility concept design for the Co-Disposal Facility and receive stakeholder input through the EA process.	🔄 Ongoing Conceptual Co-Disposal Facility described in draft EIS/EA and stakeholder engagement is ongoing. Design optimizations initiated based on feedback to be completed in 2023.
	Monitor and disclose amount of wastewater discharged to the treatment plant at the project site once full metering system is set up.	✔ Complete Metering system established to monitor and track the amount of wastewater discharged to the sewage treatment system at the existing exploration camp.
Water	Expand water monitoring to three additional downstream water sampling stations.	✔ Complete Three additional downstream monitoring stations added, extending monitoring 75 km downstream of the Project. Surface water studies included monthly quality sampling at 32 locations, flow measurements at six locations and continuous lake level measurements at eight locations.
	Incorporate groundwater, surface water flow and water quality monitoring plans and data into draft EA.	✔ Complete Groundwater, surface water flow and water quality monitoring plans and data incorporated into draft EIS/EA. Quantitative modelling carried out to predict potential effects of the proposed Springpole Project on surface water and groundwater. Results demonstrated no significant residual effects predicted. Hydrogeological testing conducted to improve the understanding of groundwater movement. Groundwater quality samples were collected at 33 monitoring wells, including adjacent to the future tailings CDF.
	Begin disclosure of freshwater consumption volume once consumption meters are installed.	✔ Complete Metering system established to monitor and track freshwater consumption at the existing exploration camp. Detailed recording began in October.
Land Use & Biodiversity	Identify a reasonable range of alternatives for fish habitat offsetting/compensation options as it relates to the overall project. This will be identified and assessed as part of the EA. Indigenous consultation on this topic is a priority during the draft EA review.	🔄 Ongoing A reasonable range of alternatives for fish habitat offsetting/compensation options identified in the draft EIS/EA. Consultation and engagement is ongoing as part of the EA process.
	Further monitoring to confirm presence of Lake Sturgeon in Springpole Lake or Birch River, addressing Indigenous community interests.	✔ Complete Further monitoring studies completed.
	Consultation with communities on land use potential after mine closure and restoration.	🔄 Ongoing Closure and reclamation concepts are described in draft EIS/EA. Consultation and engagement is ongoing as part of the EA process.



2023 PRIORITIES

First Mining will continue to advance our environmental work in 2023, with plans to conduct the following priority activities:

Topic	Priority
Springpole Environmental Assessment	Carry out consultation and engagement on draft EIS/EA and receive feedback from government agencies, Indigenous communities and other stakeholders for consideration in the final EIS/EA.
Climate Change & Energy Management	Refine predictions of effects on air quality from the proposed project, based on review of the draft EIS/EA, and identify mitigation measures if required.
	Work towards establishing a land access route to support current exploration camp in light of climate change, given uncertainty of ice thickness during winter months.
Tailings & Waste	Optimize the concept design for the Co-Disposal Facility based on feedback received.
	Monitor and disclose amount of annual wastewater treated by the treatment system at the exploration camp.
	Complete upgrades to sewage treatment system at the Project site (planning completed in 2022).
	Relocate fuel tanks on site to be set back further from water sources.
	Set up system and begin to track solid waste quantities from the Project site.
Water	Track and disclose annual freshwater consumption volume.
	Advance mine water management and treatment strategy through development of the final EIS/EA.
	Complete drogue study as part of hydrometric monitoring to gather additional data on velocity and lake currents.
Land Use & Biodiversity	Advance concepts for future fish habitat offsetting/compensation options.
	Develop concepts for caribou habitat restoration, targeting existing disturbed areas in collaboration with Indigenous communities and the Ministry of the Environment, Conservation and Parks (MECP).
	Further monitoring to confirm if Lake Sturgeon are present in Springpole Lake or Birch River, addressing Indigenous community interests.
	Consultation with communities on land use potential after mine closure and restoration.



04

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SOCIAL

First Mining is committed to continual and meaningful engagement with local communities, Indigenous groups, associations, individuals and regulators who have an interest in, or who may be affected by, our development projects.

As an employer, we seek to add value to neighbouring communities by providing local workers with well-paying jobs to support their families and build prosperous local economies, while placing primary importance on the personal health and safety of our employees.

As a neighbour, we are committed to supporting community events, health, infrastructure, education and cultural initiatives, with a goal of generating tangible benefits and sustainable prosperity that brings forth significant long-term social and economic benefits.



INDIGENOUS AND COMMUNITY RELATIONS

Management Approach

Consistent with our Company-wide Indigenous Peoples Policy, First Mining aims to establish positive and constructive relationships with local Indigenous groups throughout the EA and permitting processes and over the life of the Springpole Project. We are equally committed to providing opportunities for consultation with government, stakeholders and other members of the public.

We recognize that meaningful engagement is based upon the timely provision of relevant information and ongoing dialogue and interaction to ensure that both concerns and opportunities are understood and taken into consideration as mining projects are advanced.

The [Springpole Project website](#) and the [Springpole Environmental Assessment portal](#) are important resources in this regard. We are also active on social, digital and traditional media channels, host community open house events, participate in local community activities and meet frequently with stakeholders.



INDIGENOUS ENGAGEMENT

The principles and commitments at the foundation of our engagement with local Indigenous communities are laid out in First Mining’s [Indigenous Peoples Policy](#) and our [Stakeholder Engagement Policy](#). The protocol we follow in our consultation with Indigenous communities is outlined in the Indigenous Consultation Plan within the approved [Terms of Reference \(ToR\) for the Environmental Assessment](#) and in the Guiding Principles for Engagement with Indigenous Groups in the Springpole EIS Guidelines issued by the federal government.

We are engaging with eight Indigenous communities throughout the EA process. The scope of communities impacted by the project and the levels of engagement required with each group were identified by Federal and Provincial regulators.

Those communities and potential types of engagement are as follows:

Indigenous communities*	Types of engagement
Cat Lake First Nation*	Community open houses, email, phone calls, text messages, social media, radio advertising, mail drops, one-on-one meetings, site tours, workshops, newsletters
Slate Falls Nation*	
Lac Seul First Nation*	
Mishkeegogamang Ojibway Nation	
Wabauskang First Nation	
Pikangikum First Nation	
Ojibway Nation of Saugeen	
Northwestern Ontario Métis Community and Council	

* The first three communities listed have a shared territory protocol agreement. Of those, Cat Lake and Slate Falls First Nations are geographically the closest to the Springpole Project about 40 kilometres away.

In 2022, we continued the quarterly distribution of our newsletter, *The Springpole Explorer*, as a key method of providing information about the Project. This included sharing updates to the [EA portal](#) with the publication of all draft EIS/EA related materials for public viewing. We also produced an informative video for the public about the Project and initiated its translation into Ojibwe to facilitate information sharing with First Nation community Elders.

In 2022, First Mining held over 20 meetings with local community representatives, Indigenous communities and leadership. First Mining contributed \$725,000 in capacity support to ensure local Indigenous communities have the resources required to meaningfully participate in the Project planning process. This included supporting the initial stages of the development of a community-based assessment process planned for 2023 with local First Nation communities.



Primary Topics of Interest

An important focus of our Indigenous community engagement to date continues to be the identification of those communities' most significant topics of interest in relation to the Springpole Project. Four primary topics of interests have been identified:

- Environmental protection (particularly water and fish and fish habitat) and human health.
- Protection of lands and resources used for traditional activities such as hunting, trapping, fishing and plant harvesting.
- Community health and well-being.
- Training and employment opportunities for Indigenous people.

Community Investment

Our community investment strategy focuses on six areas of investment:

- Education
- Health
- Local Economic Development
- Social, Arts, Culture & Recreation
- Diversity
- Environment



2022 Performance Update

First Mining's sponsorship/investments in 2022 were valued at \$48,000. This included investments to support community well-being, culture, recreation and land use¹. The Company spent an additional \$1.3 million on consultation and engagement during the year.

(\$) \$48K

Value of First Mining's sponsorship/
investments in 2022

(\$) \$1.3M

Additional spend on consultation
& engagement

¹ First Mining Gold Corp. NI 43-101 Technical Report and Pre-Feasibility Study on the Springpole Gold Project.

Economic and Social Benefits

In addition to the job training and goods procurement noted above, the anticipated long-term economic and social benefits of the Springpole Project are substantial. During the approximately 20 years from construction through active closure, the Project will increase the Canadian gross domestic product by an estimated \$8.1 billion, or more than \$400 million per year, and create 44,820 person-years of employment, through direct, indirect and induced effects. The Company spent approximately \$3.4 million (up from \$2.5 million in 2021) on goods and services with local and Indigenous-owned businesses.

Other Economic and Social Benefits

- Support economic diversification in the local area and provides impetus for the development and implementation of training initiatives to facilitate employment growth in the region and the acquisition of transferable skills for generations to come.
- Provide expansion and diversification opportunities for businesses in the local communities, businesses operated by local Indigenous people and businesses in the District of Kenora.
- Create employment that will provide relatively high income for workers and their families, including for residents of the local communities, local Indigenous communities and the District of Kenora.
- Encourage and support processes for local residents and Indigenous communities to acquire the necessary skills to help prepare for Project employment, particularly for the operations phase of the Project. This includes working with communities and training institutions to seek funding for employment readiness and skills training.
- Support regional infrastructure development of roads and transmission line.

Springpole Gold Project Impact Highlights

Construction Phase



2,440

Full-time equivalent positions

Operations Phase



3,100

Full-time equivalent positions



\$ 143 M

Annual labour income



\$ 218 M

Annual labour income



\$ 68.5 M

Annual revenue to governments



\$ 215.2 M

Annual revenue to governments



WORKER HEALTH AND SAFETY

Management Approach

First Mining's highest priorities include human health and safety, and protecting the environment. Our leadership team is focused on building a positive safety culture across the organization, and our goal is Zero Accidents and Injuries, Everyone Goes Home Safe. That commitment is a top-down initiative, starting with the CEO and executive leadership team as well as all frontline supervisors.

Our commitment to health and safety is witnessed in our Health & Safety Policy and Health & Safety Program. Embedded in our safety culture is a recognition that responsibilities for health and safety are shared across the organization, and that success requires cooperation between supervisors and employees and between employees and their co-workers.

Policies and Practices

Our Company's health and safety policies, safe work practices and procedures are documented in our Health, Safety and Environment (HSE) Manual. For example, the manual includes a Corporate Emergency Response Plan that specifically covers environmental events, such as spills. The manual was developed with the mine's operational stage in mind, so Springpole environmental future needs and contingencies are addressed and will be implemented as we advance. The HSE Manual has been updated to include Critical Procedures in the areas listed below.

CRITICAL PROCEDURES IN THE HSE MANUAL INCLUDE:

- Ground Disturbance
- Respiratory Protection
- Hoisting & Rigging
- Confined Space Entry
- Working From Heights (Fall Protection)

For a full list of relevant policies, see the [2021 ESG Report](#).

Health & Safety Policy

Our Health & Safety Policy was initially approved in 2021, and was reviewed in 2022. It summarizes our philosophy and management approach, our goal of zero accidents and injuries, and outlines the parameters of our Health and Safety Program.

Included in the Health & Safety practices is the Near Miss Process Framework. This three-step approach aims to empower all employees with respect to (1) hazard identification via a Behavior-based Safety Observation System (BSOS), (2) hazard classification through the Hazard Assessment Policy and (3) incident reporting following the Investigation policy.

Health and Safety Training

In 2022, we implemented the Safety Training Policy to assist employees in their understanding of work-related hazards and to help them be prepared for emergency situations. Most site employees receive, at a minimum, training on:

- First Aid and CPR,
- Workplace Hazardous Materials Information System (WHMIS) 2015,
- Transportation of Dangerous Goods,
- Worker Health and Safety in 4 Steps, and
- Supervisor Health and Safety Awareness in 5 Steps.

All site employees and on-site contractors are trained in the proper reporting of incidents and near misses during new employee orientation. The HSE Manual is the key resource leveraged for the new hire orientation. Managers and supervisors are trained in investigation techniques during their first year on the job, including root cause analysis training for area managers and superintendents.

In 2022, we partnered with a First Nations training provider to deliver the Common Core Surface Miner training to our employees. This training covers the three mandatory common core modules required for those who will work in a surface-mine environment. We plan to again partner with this training provider in 2023 to deliver training on operator competency for heavy equipment.



Emergency Response Plan

First Mining ensures that a current Emergency Response Plan (ERP) is in place to facilitate a co-ordinated response by our personnel to any emergency affecting our Company or our affiliates. All employees and contractors are trained to understand how to use the ERP and to ensure their familiarity with evacuation plans and muster points, location of first aid and other emergency equipment, and communication means. We have partnered with several local aviation companies in the event of an emergency evacuation and are working toward a permanent all-season road to the Springpole site.

Health and Safety Performance

In 2022, we had a high potential near miss when one of our employees was involved in an airplane crash whilst being transported to the Springpole site. This accident resulted in no serious injuries or lost time but highlighted the need for a Corporate Aviation Standard. This standard was developed in 2022 and will be completed and implemented in 2023.

Indicator	2020	2021	2022
Number of fatalities¹	0	0	0
Total recordable injury cases²	0	0	0
First aid cases³	0	1	0
Lost time injuries⁴	0	0	0
Near-miss incidents⁵	0	0	0
High-potential near-miss incidents⁶	0	0	1

Health and safety performance data includes all First Mining employees, including contract workers.

¹ Fatalities or work-related injuries resulting in death to employees on active mine property.

² Includes medical treatment case, restricted work case, lost time injury, critical injuries, recordable occupational illness.

³ Work injury or illness, which is treated at the workplace, does not require medical treatment for which charges are incurred, and does not cause the employee to miss work for more than one day shift.

⁴ Occupational injuries that result in loss of one or more days from the entity’s scheduled work or days of limited or restricted activity while at work.

⁵ Near-miss is an unplanned and undesired event or condition which, under slightly different circumstances, could have caused, contributed to, or resulted in harm to people, damage to property and/or equipment, adverse effect to the environment, or loss to process.

⁶ Instance or near-miss that under different circumstances would have resulted in one or more fatalities.

2022 PRIORITIES PROGRESS

Social Topic	2021 Priority	2022 Performance
Indigenous and Community Relations	Share draft EIS/EA in 2022 for feedback on the technical work carried out to assess potential effects and mitigation measures, as well as projected benefits.	✔ Complete
	Ongoing consultation with Indigenous communities to address comments and concerns on the draft EA, and integrate the interests and concerns raised in the final EA.	🔄 Ongoing Engagement and consultation on the draft EIS/EA is being carried out throughout 2023.
	Focus on increasing local and Indigenous employment and procurement opportunities at Springpole.	🔄 Ongoing Opportunities increased locally through \$3.4 million in spending to support local and Indigenous-owned businesses - nearly a \$1 million increase from 2021 spending.
	Provide opportunity for Environmental Monitor and Community Liaison positions.	🔄 Ongoing Opportunities offered and provided where interest was raised.
	Continue to work with communities on traditional knowledge and land use studies for consideration in Project planning.	🔄 Ongoing Continuing to work with communities on traditional knowledge and land use studies for consideration in Project planning.
Worker Health and Safety	Upgrade new hire orientation into an online course that can be completed directly by the new hire, including formal signoff and acknowledgement from the employee that they have received training.	🔄 Ongoing The new hire orientation is updated annually, if not seasonally based on program needs. The migration to an online orientation will coincide with the partnership with a third-party data verification company.
	Partner with/hire members of the local Indigenous community, leveraging their skills and local knowledge, to provide core health and safety training to project site workers (based on provincial health and safety legal requirements).	✔ Complete Engaged First Nation training provider to deliver operational training to employees. First Mining Environmental Technician completed Environmental Monitor course provided by Northern College.
	Create more focused, skills-based training specific to job types and specialized equipment that will be deployed as Springpole Project operations increase in the coming years.	
	Begin tracking of hours of health and safety training provided to employees.	🔄 Ongoing Tracking has been implemented and is done consistently.



2023 PRIORITIES

Social Topic	2023 Priority
Indigenous and Community Relations	Continue to support community studies regarding traditional land and resource use.
	Continue ongoing consultation efforts with Indigenous communities to address comments on the draft EIS/EA, and integrate the interests and comments raised in the final EIS/EA.
	Continue focusing on increasing local and Indigenous employment and procurement opportunities at Springpole.
	Continue participating in, and promoting awareness and collaboration with government and industry towards social programs that promote community health and well-being.
	Support local Indigenous communities to participate in Project reviews and planning.
	Conduct cultural awareness sessions with employees.
Worker Health and Safety	Create a roadmap that builds a positive company-wide safety culture, which will include employee career development and training, leadership education on incident management and investigation practices, and having a member of the Health and Safety team participate in work scope planning and contract development.
	Awarding safe behaviour by creating a Behaviour Based Safety Observation System.
	Begin the process to achieve the Certificate of Recognition (COR®) Certification from Infrastructure Health & Safety Association of Ontario.
	Finalize and implement Corporate Aviation Standard.



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GOVERNANCE

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GOVERNANCE

First Mining is committed to a high standard of corporate governance, and we recognize our inherent responsibilities to our employees, shareholders, communities and local governments to ensure we conduct our business in an ethical and responsible way. We regularly review our practices and endeavours to make meaningful improvements to achieve and maintain those standards of conduct and oversight.

We also recognize that aligning our business goals with the long-term interests of local communities and the broader society is essential to our success. Good governance helps ensure our business plays an important role in catalyzing the economic development and social well-being of local communities and host governments through job creation, provisioning local goods and services, community investments, and paying taxes and royalties.



ESG OVERSIGHT

Board and Management Approach

Critical ESG issues and strategies are discussed at the Board level, consistent with the Board's responsibility for overseeing management. In 2022, Management began reporting key ESG metrics to the Board, which included health and safety events, fuel usage, freshwater consumption, employment diversity and Indigenous spend.

Our governance structure emphasizes strong executive ownership of ESG matters, led by our Chief Executive Officer, Daniel W. Wilton, our Vice President of Environment & Community Relations, Stephen Lines, and our Chief Financial Officer, Lisa Peterson. ESG matters are raised from these senior leadership team members to the Board at each meeting.



Collective Knowledge of ESG-Matters Among First Mining's Leadership Team

Keith Neumeyer, Chairman

Keith Neumeyer, Chairman of First Mining, has extensive experience dealing with financial, regulatory, legal and accounting issues. He is the Founder, President and Director of First Majestic Silver Corp., the Chair of the Compensation Committee, and a member of the Audit and Corporate Governance & Nominating Committees.



Daniel W. Wilton CEO and Director

Daniel W. Wilton is our CEO and a Director of First Mining. He is also a Director of South Star Mining Corp. and a Director of Providence Living (a non-profit residential care provider). He was formerly the Director and Vice Chair of Providence Health Care (a non-profit health care provider) and has extensive experience in social and governance matters.



Richard Lock, Director

Richard Lock is an independent director at First Mining and is currently the Chair of the Corporate Governance & Nominating Committee and a member of the Audit Committee. He is a Mining Engineer with over 30 years of experience in project management, development, and operations with major mining companies. Richard is also the CEO and a Director of Oroco Resource Corp.



Stephen Lines, Vice President, Environment & Community Relations

Stephen Lines continues to be responsible for our environmental and social matters as related to ESG. He has 20 years of professional practice in environmental assessment, permitting, and Indigenous and community affairs for major mining projects. He previously led the EA process for Greenstone Gold Mines' Hardrock Project, in addition to managing their permitting and community relations activities, he held roles with De Beers Canada, and he has worked as a consultant and a regulator on several major mining projects in northern Canada.



Leanne Hall, Director

Leanne Hall is an independent director at First Mining with strong experience in Indigenous engagement, and she is a member of the Compensation Committee. She is the CEO of an Indigenous strategy and consulting company and has served as National Leader of Deloitte Canada's Indigenous Client Services Practice. She participated in the Competent Boards ESG Certificate Program in 2021.



Lisa Peterson, CFO

Lisa Peterson is a Chartered Professional Accountant and has spoken on ESG matters at educational institutions. She has attended and contributed to seminars on ESG with Chartered Professional Accountants of Canada and public practice firms to stay current with emerging disclosures.



Raymond Polman, Director

Raymond Polman is an independent director at First Mining and the Chair of the Audit Committee. He is a Chartered Professional Accountant and has 35 years of public accounting, corporate finance and risk management experience, including 5 years with Rescan Environmental Services, and 15 years as CFO of First Majestic Silver Corp. He has attended ESG-Accounting and Risk seminars as it relates to the mining industry, and is currently attending the Rotman Business School ICD.D Directorship accreditation.



Samir Patel, General Counsel & Corporate Secretary

Samir Patel is a securities lawyer who manages the day-to-day responsibility for corporate governance processes and continuous disclosure at First Mining. He has a variety of experience in securities, financing, governance practices, corporate and commercial law matters.



Enterprise Risk

In December 2022, we updated the Company's risk register in which we identified our top 20 enterprise risks. The risk register integrates ESG risks in the enterprise-level risk register and risk management process. Categories of risks that are ESG-related include:

- Environmental
- Indigenous Communities
- Health & Safety

Our enterprise risk identification process also considered strategic risks that could affect our ability to execute on and meet our strategic objectives. Accordingly, our strategic planning process incorporates consideration of such risks in subsequent reviews and revisions to our strategic plan.

ESG-Related Policies and Mandates

The following policy and mandate documents developed to date are available on First Mining's website:



Policies

[Diversity Policy](#)
[Environmental Policy](#)
[Indigenous Peoples Policy](#)
[Stakeholder Engagement Policy](#)
[Whistleblower Policy](#)
[Disclosure and Communications Policy](#)
[COVID-19 Risk Mitigation Policy](#)
[Equity Ownership Policy](#)
[Majority Voting Policy](#)
[Securities Trading Policy](#)



Governance

[Board Mandate](#)
[Code of Business Conduct and Ethics](#)
[Position Description for Chairman of Board](#)
[Advance Notice Policy](#)



Charters

[Audit Committee Charter](#)
[Compensation & Nominating Committee Charter](#)
[Corporate Governance Committee Charter](#)



DIVERSITY, EQUITY & INCLUSION

Management Approach

First Mining is committed to diversity and inclusion at all levels in the workplace, on the Board and amongst our executive officers and employees. This includes a commitment to ensuring there are no systemic barriers or biases in our policies, procedures and practices and that our Company and our personnel continue to respect and value the perspectives, experiences, cultures and essential differences our directors, officers and employees possess.

The promotion of a work environment that respects and appreciates the differences in gender, age, ethnic origin, religion, sexual orientation, political belief or disability is an important element in our practice of good corporate governance. Our Diversity Policy guidelines apply to executive and non-executive directors as well as to full-time, part-time and casual employees.

We are committed to a goal of increasing diversity through hiring more female, Indigenous and minority employees. We are also focused on increasing Indigenous participation both in our mining projects, as contractors, and in our Company as employees.

Board and Management Diversity

First Mining's Board, through the Corporate Governance and Nominating Committee, considers diversity (based on gender, age, geography, minority group and ability/disability) in its identification and selection criteria and when reviewing qualified candidates for recommendation for appointment or election to the Board and as executive officers.

To assist in meeting these criteria, we aim to interview at least one candidate from underrepresented groups, which includes women, for each opening on the Board. Currently, of the five directors on the Board there is one female director. In September 2022, Lisa Peterson joined as the Chief Financial Officer, making her the first minority female officer of the Company.



First Mining's Current Board Structure:

- Chairman
- CEO
- Four Independent Directors

Board Committees¹:

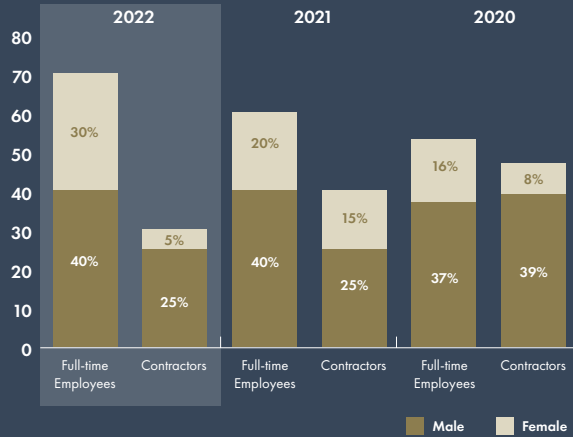
- Audit Committee
- Compensation Committee
- Corporate Governance and Nominating Committee

¹ All Board committees consisting of only independent directors

COMPANY DEMOGRAPHICS

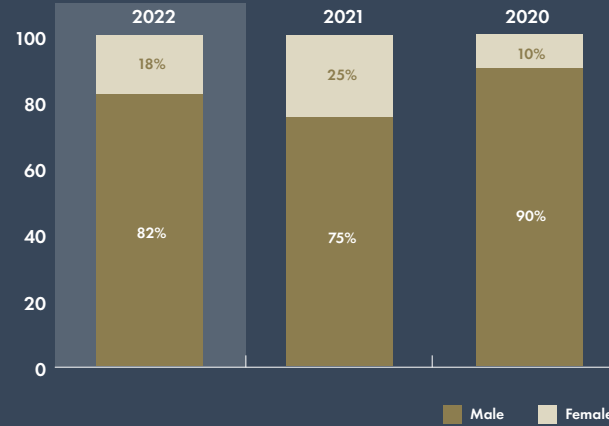
Workforce by gender

broken down by full-time employees and contractors



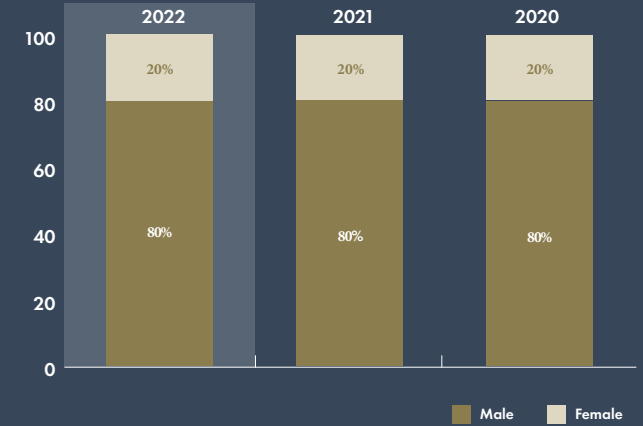
Workforce by gender

at Senior Management¹ level



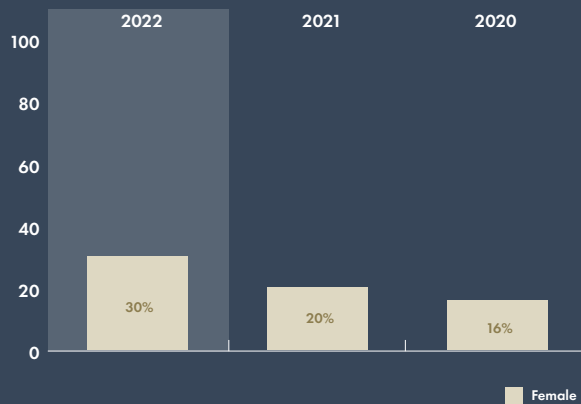
Workforce by gender

at Board-level

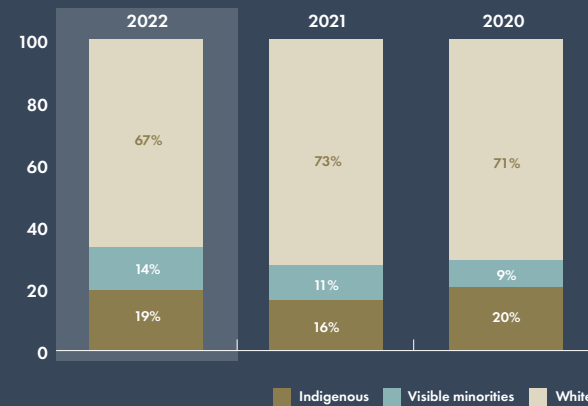


¹ Senior management refers to Director, VP and Officer roles.

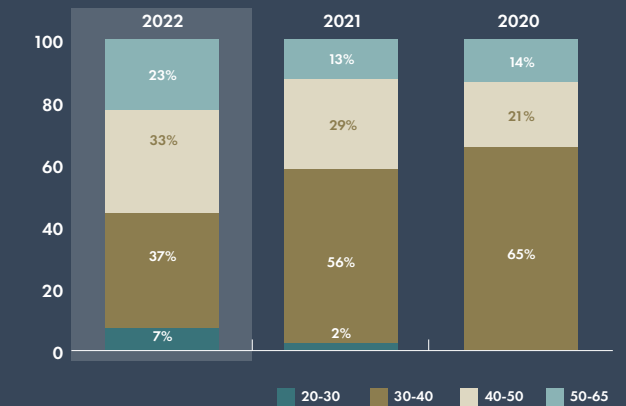
Percentage of female employees year over year



Percentage of employees by ethnicity



Total workforce by age group





ETHICS & COMPLIANCE

Management Approach

First Mining is committed to operating honestly and ethically, fostering and maintaining a culture of integrity, and complying with all applicable laws, rules and regulations.

Code of Conduct

The guiding principles of the conduct and ethics we expect of our employees, directors and officers are laid out in our Code of Business Conduct and Ethics. The Code was approved by our Board in 2015. We plan to revise and publish an updated version of the Code in 2023.

We have implemented extensive internal policies and training requirements to ensure our project development activities, as well as corporate and regional offices, operate to a high degree of business ethics. All employees are trained on these policies, with refresher training required regularly. These policies dictate appropriate conduct for a variety of situations and cover all employees.

Each new employee is required to sign an acknowledgement form upon hiring with respect to the Code and our Company policies, and each employee is required to renew that commitment at least annually to affirm communication and understanding of the Code and the Company's policies.

Ethics Risk Controls

First Mining has a process in place for managing entity-level controls to manage business ethics risk. Management performs internal control testing and engages an independent internal control consultant to perform a review of its internal control design for any issues/recommendations. Each year, management must obtain the Audit Committee meeting minutes which document approval of the year-end financial statements and discussion of internal controls compliance. In 2022, a Whistleblower policy was approved and adopted by the Board. Employees have been briefed on its contents and posters have been mounted at work sites displaying contact information for reporting complaints via an anonymous "Confidence Line." The policy is available on our [website](#).

¹ [2022 Corruption Perception Index](#).

Anti-Bribery and Anti-Corruption

First Mining and its employees are required to comply with Canada's Corruption of Foreign Public Officials Act (CFPOA), the U.S. Foreign Corrupt Practices Act (FCPA) and any local anti-bribery or anti-corruption laws that may be applicable.

Our Code of Business Conduct and Ethics further informs and guides our employees by providing definitions of "corruption" and "bribery" and outlines a list of circumstances in which, offering, paying, promising or authorizing any payment or other benefits to government officials, other individuals or third parties is prohibited.

Payment of Taxes and Royalties

Canada ranks 14th out of 180 countries on Transparency International's 2022 Corruption Perception Index.¹ Therefore, our Springpole and Duparquet Projects, located in Ontario and Quebec respectively, present low business ethics risk.

First Mining complies with the Canadian Extractive Sector Transparency Measures Act (ESTMA), which requires public reporting of payments to foreign and domestic governments over \$100,000. Our ESTMA reports are available on our [website](#).



2022 PRIORITIES PROGRESS

Governance Topic	2021 Priority	2022 Performance
Board Governance	Establish ESG as a standing item on the agenda at regular Board meetings.	✔ Complete ESG matters are discussed at each Board Meeting.
	Establish a more robust set of ESG metrics to be reported to the Board, including progress around spending within Indigenous communities, Indigenous employment, and Health & Safety performance.	✔ Complete The Company continues to improve the reporting on ESG metrics, with a focus on Company Demographics, spending with Indigenous Communities and developing environmental monitoring programs.
	Finalize implementation of an Enterprise Risk Management framework (including ESG risks).	✔ Complete The Enterprise Risk Management Framework was updated in 2022.
Diversity, Equity & Inclusion	Continue to strive towards increasing diversity, primarily through the hiring of more female, Indigenous and minority employees.	✔ Complete The Company improved its demographics in 2022 compared to 2021 by hiring more Indigenous, visible minority, and female employees, including appointing the first female minority officer.
Ethics & Compliance	Formal Whistleblower policy and procedure for capturing and reporting improprieties established and approved by the Board.	✔ Complete The Whistleblower policy was approved and adopted by the Board on March 24, 2022. The policy is available on First Mining's website, employees have been briefed on its contents and posters have been mounted at work sites displaying contact information for reporting complaints via an anonymous "Confidence Line."



2023 PRIORITIES

We are committed to continually improving our governance practices and, to that end, we have identified the following priorities for 2023.

Social Topic	2023 Priority
Board Governance	Monitor any new emerging ESG issues as it relates at a strategic and governance level.
	ESG metrics to be reported to the Board on a quarterly basis, including progress around spending within Indigenous communities, Indigenous employment and Health & Safety performance.
	Review and monitor the Company risk register as part of the continual improvement process. The top 10 risks within the Enterprise Risk Management framework (including ESG risks) are highlighted.
Diversity, Equity & Inclusion	Continue to strive towards increasing diversity, primarily through the hiring of more female and Indigenous employees.
Ethics & Compliance	Continue to maintain and keep relevant the Company’s Code of Business Conduct and Ethics, its policies and charters including: <ul style="list-style-type: none"> • Whistleblower Policy • Securities Trading Policy • Disclosure and Communications Policy • Majority Voting Policy • Audit Committee Charter • Board Mandate • Compensation Committee Charter • Corporate Governance & Nominating Committee Charter • Other policies that may be required in the future





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APPENDIX

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CONSOLIDATED SASB DATA TABLE

SASB Topic	SASB Code	Accounting Metric	Remarks	References
Environmental Metrics				
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	As Springpole mine is not under construction or in commercial production, a fuel-based approach was used to estimate GHG emissions from vehicles and camp equipment.	Climate Change and Energy Management: GHG Emissions & Energy Use
	EM-MM-110a.2	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	Scope 1 reduction targets are not available as none have been set.	Climate Change and Energy Management: GHG Emissions & Energy Use
Air Quality	EM-MM-120a.1	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)	Baseline data for these pollutants has been collected to provide predicted total ambient air quality once the mine is operational.	Climate Change and Energy Management: Air Quality
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative data is not reported; however, we are now tracking the amount of fuel used.	Climate Change and Energy Management: Performance
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative data is not available. A monitoring system has been established and annual freshwater consumption volume will be disclosed.	Water: Contact Water Collection, Recycling and Discharge
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	We had no incidents of non-compliance associated with water quality permits, standards and regulations.	Water



SASB Topic	SASB Code	Accounting Metric	Remarks	References
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Waste-generating activities are mainly from the exploration camp and total amount is not available.	Tailings & Waste: Waste Management
	EM-MM-150a.5	Total weight of tailings produced	Not applicable as Springpole mine is not yet operating or under construction. It is estimated that 140 megatons (Mt) of tailings will be produced over the expected 12-year life of the mine.	Tailings & Waste: Tailings Management Planning
	EM-MM-150a.6	Total weight of waste rock generated	Not applicable as Springpole mine is not yet operating or under construction.	Tailings & Waste: Tailings Management Planning
	EM-MM-150a.7	Total weight of hazardous waste generated	The total weight data is not available. Waste-generating activities are mainly from the exploration camp.	Tailings & Waste: Waste Management
	EM-MM-150a.8	Total weight of hazardous waste recycled	The total weight data is not available. A monitoring system has been established to monitor and disclose amount of wastewater discharged to the treatment plant. Waste-generating activities are mainly from the exploration camp.	Tailings & Waste: Waste Management
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	No significant incidents associated with waste management occurred in 2022.	Tailings & Waste: Waste Management
	EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	No waste and hazardous materials management policies in place currently. Procedures for waste management limited to the exploration camp are described in the referenced section.	Tailings & Waste: Waste Management
Biodiversity Impact	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Please see the discussion in section cited in adjacent "Reference" column.	Governance: ESG Oversight: ESG-Related Policies and Mandates
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Qualitative disclosure as Springpole mine is not yet operating or under construction.	Water: Contact Water Collection, Recycling and Discharge
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Please see the discussion in section cited in adjacent "Reference" column.	Land Use & Biodiversity: Wildlife Surveys

SASB Topic	SASB Code	Accounting Metric	Remarks	References
Tailings Storage Facilities Management	EM-MM-540a.1	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	Quantitative data based on studies included in the EA process as Springpole mine is not yet operating or under construction.	Tailings & Waste: Tailing Management Planning
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Please see the discussion in section cited in adjacent "Reference" column.	Tailings & Waste: Tailing Management Planning
	EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Please see the discussion in section cited in adjacent "Reference" column.	Worker Health & Safety: Emergency Response Plan
Social Metrics				
Security, Human Rights & Right of Indigenous People	EM-MM-210a.1	No conflict in the surrounding areas of the mine	No conflict in the surrounding areas of Springpole mine.	N/A
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	100%	Indigenous Engagement
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Please see the discussion in section cited in adjacent "Reference" column.	Indigenous Engagement
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Please see the discussion in section cited in adjacent "Reference" column.	Indigenous and Community Relations: Primary Topics of Interest: Economic and Social Benefits
	EM-MM-210b.2	Number and duration of non-technical delays	No non-technical delays were experienced.	N/A
	Non-SASB metric	Total community investment	First Mining Gold's community sponsorship/investments donations in 2022 were valued at \$48,000. First Mining contributed \$725,000 in capacity support to Indigenous communities.	Indigenous Engagement: 2022 Performance Update
	Non-SASB metric	Local spend on goods and services	First Mining procured over \$3.48 million in goods and services locally, including from Indigenous businesses.	
Labour Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Due to the size of the company at this point there are no collective bargaining agreements in place for employees. This will be implemented as the company grows.	Social: 2022 Priorities Progress
	EM-MM-310a.2	Number and duration of strikes and lockouts	No strikes or lockouts occurred.	N/A



SASB Topic	SASB Code	Accounting Metric	Remarks	References
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Please see the discussion in section cited in adjacent "Reference" column.	Worker Health & Safety: Health and Safety Performance
Governance Metrics				
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Please see the discussion in section cited in adjacent "Reference" column.	Ethics & Compliance: Payment of Taxes and Royalties
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	None, Canada ranks 14th out of 180 countries on Transparency International's 2022 Corruption Perception Index.	Ethics & Compliance: Anti-Bribery and Anti-Corruption
Diversity, Equity & Inclusion	Non-SASB metric	Workforce by gender (1) total workforce: full-time employees and contractors, (2) Senior Management (Senior Manager, Director and VP), (3) Independent Board of Directors, (4) new hires	Please see the discussion in section cited in adjacent "Reference" column.	Company Demographics
	Non-SASB metric	Percentage of employees by ethnicity: Indigenous, visible minorities, persons with disabilities, white		Company Demographics
	Non-SASB metric 0.1917	Percentage of employees by age group		Company Demographics
SASB activity metrics				
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Currently not applicable, as Springpole and Duparquet Gold Mines are not operating or under construction.	N/A
	EM-MM-000.B	Total number of employees, percentage contractors	Total number of employees and contractors in 2022: 70% full-time employees and 30% contractors; 2021: 60% full-time employees and 40% contractors	Company Demographics

CAUTIONARY NOTE ON FORWARD LOOKING STATEMENTS

This ESG Report contains “forward-looking information” and “forward-looking statements” (collectively, “forward-looking statements”) within the meaning of applicable Canadian securities legislation. All statements, other than statements of historical fact, are forward-looking statements and are based on expectations, estimates and projections as at the date of this ESG Report. Any statement that involves discussion with respect to predictions, expectations, beliefs, plans, projections, objectives, assumptions, future events or performance (often, but not always using phrases such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates”, or “believes” or variations (including negative variations) of such words and phrases, or state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved) are not statements of historical fact and may be forward-looking statements. In this ESG Report, forward-looking statements relate, among other things, to: engaging with counterparties of all of First Mining Gold’s strategic interests and royalties to understand any potential ESG impacts; the magnitude or quality of mineral deposits; anticipated advancement of mineral properties or programs; future operations; future exploration prospects; the completion and timing of the Environmental Assessment process for the Springpole Project; future opportunities to reduce greenhouse gas emissions at the Springpole Project; undertaking a more detailed analysis of electric haul assist technologies during 2022 and evaluating supplemental power supply alternatives for the Springpole Project; the development of air quality mitigation measures to ensure regulatory requirements are met; the scope, timing and completion of a Feasibility study for the Springpole Project; the expected mine life of the Springpole Project and the amount of tailings that will be produced during that time; First Mining’s intention to commission an independent technical review board to review the proposed CDF design once it has been completed; First Mining’s water treatment and management plans, along with its plans for a controlled dewatering of an area of the Springpole Lake; First Mining’s environmental work plans for 2022; First Mining’s plans for 2022 in the areas of Indigenous and Community Relations and Worker Health and Safety; First Mining’s governance priorities for 2022, including its plans to publish an updated version of its Code of Business Conduct and Ethics by the end of 2022; the anticipated advancement of the Springpole Project and future exploration prospects; and the future growth potential of First Mining.

These forward-looking statements, and any assumptions upon which they are based, are made in good faith and reflect our current judgment regarding the direction of our business. Management believes that these assumptions are reasonable. Forward-looking information involves known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of First Mining Gold to be materially different from any future results, performance or achievements expressed or implied by the forward-looking information. Such factors include, among others: risks related to the speculative nature of First Mining’s business; First Mining’s formative stage of development; First Mining’s financial position; possible variations in mineralization, grade or recovery rates; actual results of current exploration activities; actual results of reclamation activities; conclusions of future economic evaluations; business integration risks; fluctuations in general macroeconomic conditions; fluctuations in securities markets; fluctuations in spot and forward prices of gold, silver, base metals or certain other commodities; fluctuations in currency markets (such as the Canadian dollar to United States dollar exchange rate); change in national and local government, legislation, taxation, controls regulations and political or economic developments; risks and hazards associated with the business of mineral exploration, development and mining (including environmental hazards, industrial accidents, unusual or unexpected formation pressures, cave-ins and flooding); inability to obtain adequate insurance to cover risks and hazards; the presence of laws and regulations that may impose restrictions on mining; employee relations; relationships with and claims by local communities and Indigenous populations; availability of increasing costs associated with mining inputs and labour; the speculative nature of mineral exploration and development (including the risks of obtaining necessary licenses, permits and approvals from government authorities); title to properties; and the additional risks described in First Mining’s Annual Information Form for the year ended December 31, 2021 filed with the Canadian securities regulatory authorities under First Mining’s SEDAR profile at www.sedar.com. First Mining cautions that the foregoing list of factors that may affect future results, performance or achievements expressed or implied by the forward-looking statements in this ESG Report is not exhaustive.

Although the forward-looking statements contained in this ESG Report are based upon what management of First Mining Gold believes, or believed at the time, to be reasonable assumptions, First Mining cannot assure its shareholders that actual results will be consistent with such forward-looking statements, as there may be other factors that cause results not to be anticipated, estimated or intended. Forward-looking statements contained herein are made as of the date of this ESG Report and First Mining disclaims any obligation to update any forward-looking statements, whether as a result of new information, future events or results, except as may be required by applicable securities laws. There can be no assurance that forward-looking information will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking information associated with the business of mineral exploration, development and mining (including environmental hazards, industrial accidents, unusual or unexpected formation pressures, cave-ins and flooding); inability to obtain adequate insurance to cover risks and hazards; the presence of laws and regulations that may impose restrictions on mining; employee relations; relationships with and claims by local communities and Indigenous populations; availability of increasing costs associated with mining inputs and labour; the speculative nature of mineral exploration and development (including the risks of obtaining necessary licenses, permits and approvals from government authorities); title to properties; and the additional risks described in First Mining’s Annual Information Form for the year ended December 31, 2022 filed with the Canadian securities regulatory authorities under First Mining’s SEDAR profile at www.sedar.com. First Mining cautions that the foregoing list of factors that may affect future results, performance or achievements expressed or implied by the forward-looking statements in this ESG Report is not exhaustive.

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MORE INFORMATION AND FEEDBACK

Please visit our ESG website at [First Mining Gold: Overview](#).

We welcome your feedback on this ESG Report. Please send your comments or questions to: info@firstmininggold.com.