

pioneering
progress

RioTinto

Invested in Canada 2021



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Headquarters in Montreal, Quebec

Rio Tinto in Canada

We are the largest mining and metals business operating in Canada today. Approximately 15,000 people work at over 35 sites and help support more than 40,000 good jobs across the country.

We produce iron ore for steel, aluminium for cars and smart phones, titanium for household products and diamonds that set the standard for 'responsible'.

Our operations include exploration activities, research and development centres, port and rail facilities, and technical and sales service centres. We also operate hydroelectric stations in British Columbia and Quebec, making our aluminium among the cleanest in the world.

We are leading the way when it comes to sustainability at our alumina and aluminium smelting and processing facilities. We were the first company in Canada to be entirely certified under the Aluminium Stewardship Initiative (ASI); we launched a new sustainable label for our customers, helping them trace things like the product's origin and carbon footprint; and we are developing a technology to remove carbon emissions from the smelting process.

For us, the communities where we operate are not just where we work. They are also where we live. That's why we have longstanding partnerships with communities and business across the country. They help us improve our business performance, support local initiatives and make our communities an even better place to live.



What we do

Diamonds

About 200 kilometres south of the Arctic Circle sit some of the world's most sought-after diamonds. This is the Diavik Diamond Mine, in Canada's Northwest Territories, also home to our award-winning wind farm. Our diamonds from Diavik are stunning white gems, produced at the highest possible standards of safety and integrity. Diavik accounts for 10 percent of total employment in the Northwest Territories, with 50% of our 1,100 plus workforce from Northern Canada, and 25% Indigenous.



Aluminium

We operate two important hubs for the aluminium business in Canada. In Saguenay-Lac-Saint-Jean, our operations are responsible for close to 40% of our global aluminium production. Our refinery and smelters are some of the most technologically advanced in the world, and are powered entirely by clean, renewable hydropower.

BC Works, our operation in British Columbia, is comprised of a newly modernized aluminium smelter in Kitimat and the Kemano Powerhouse.

100% of our electricity used at our aluminium operations is generated from clean, renewable hydropower.



A woman, identified as Melanie Allard, is smiling and looking off-camera. She is wearing a yellow hard hat with a clear face shield, safety glasses, and blue earplugs. Her orange and navy blue work jacket has "Rio Tinto Fer et Titane" printed on it. She is wearing white work gloves and has her arms crossed on a wooden workbench. In the background, there are various industrial tools and equipment.

Ilmenite and Titanium

We operate an open cast titanium dioxide mine at Rio Tinto Fer et Titane's (RTFT) Lac Tio near Havre-Saint-Pierre, and at our metallurgical complex in Sorel-Tracy, we extract high-quality titanium dioxide feedstock, pig iron, steel and metal powders from the ore. At our facility in Sorel-Tracy, we have developed a new process to extract high purity scandium oxide, a critical mineral, from our by-products – creating value from waste.

A man, identified as Franz Skrinjar, is smiling broadly at the camera. He is wearing a grey hard hat with a circular logo that says "COURAGE POLYVOIE". He is also wearing safety glasses and an orange high-visibility vest over a dark blue shirt. The vest has his name "Franz Skrinjar" and the number "46757" printed on it.

Iron Ore

The Iron Ore Company of Canada (IOC) is the leading Canadian producer of iron ore pellets and iron ore concentrate. Our operations are integrated across a mine and a processing plant in Labrador City, a port and a stockpile in Sept-Îles, and a 418-kilometre railway that joins these two parts of the operation. We employ nearly 20% of the population in Labrador City, helping to support the local economy.

Where we work

Aluminum

Atlantic operations

- 1 Saguenay-Lac-Saint-Jean Operations
 - Alma – Aluminum smelter
 - AP60 – Aluminum smelter
 - Laterrière – Aluminum smelter
 - Grande-Baie – Aluminum smelter
 - Small Ingots Saguenay – Casting centre
 - Aluminum Operations Centre
 - Arvida – Aluminum smelter
 - Vaudreuil – Alumina refinery
 - Spent Potlining Treatment Plant
 - Railroad Facilities
 - Port Facilities
 - Strathcona – Production support facility

- 1 Power division
 - Chute-a-Caron – Power station
 - Chute-a-la-Savane – Power station
 - Chute-des-Passes – Power station
 - Isle-Maligne – Power station
 - Shishaw – Power station
 - Chute-du-Diable – Power station

- 1 Arvida Research and Development Centre
- 2 ABI (Becancour) (Rio Tinto: 25.1%)
 - Aluminum smelter
- 3 Alouette (Rio Tinto: 40%)
 - Aluminum smelter
- 4 Kitimat – Aluminum smelter
 - Kemano – Power station

Rio Tinto Corporate Support Offices

- 1 Vancouver – Exploration
- 2 Ottawa – Corporate Relations
- 3 Montreal hub – CoE for Processing

Copper & Diamonds

- 1 Diavik (60%) – Diamond operating site

Energy & Minerals

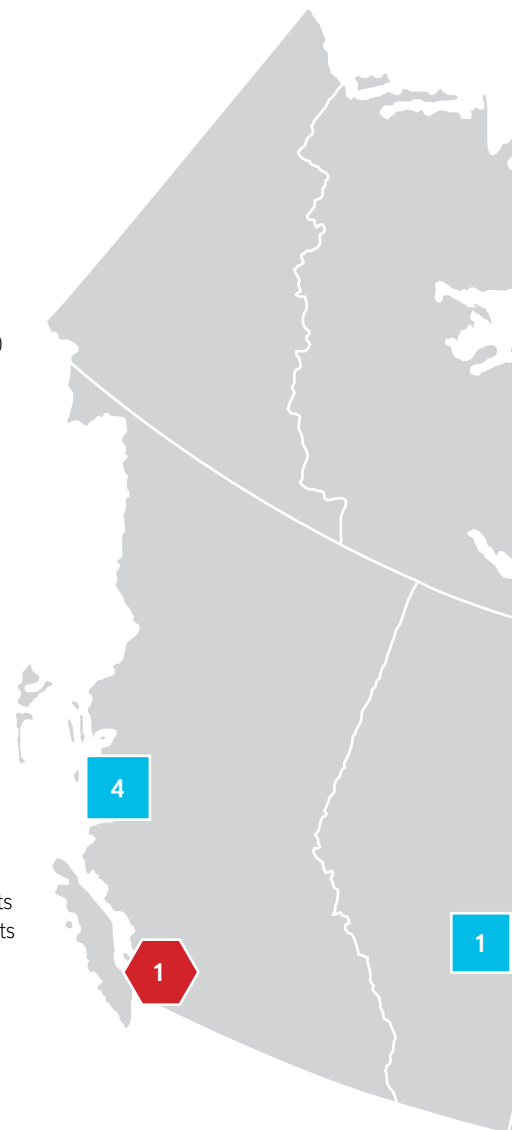
- 1 Iron Ore Company of Canada (Labrador City) (58.7%) – Iron ore operating site
- 2 Iron Ore Company of Canada (Sept-Îles) (58.7%) – Iron ore shipping facility
- 3 Rio Tinto Fer et Titane (Havre-Saint-Pierre) – Ilmenite operating site
- 4 Rio Tinto Fer et Titane (Sorel-Tracy) – Titanium dioxide feedstock operating site and technology centre
- 5 Potash Saskatchewan (32%) – Potash project

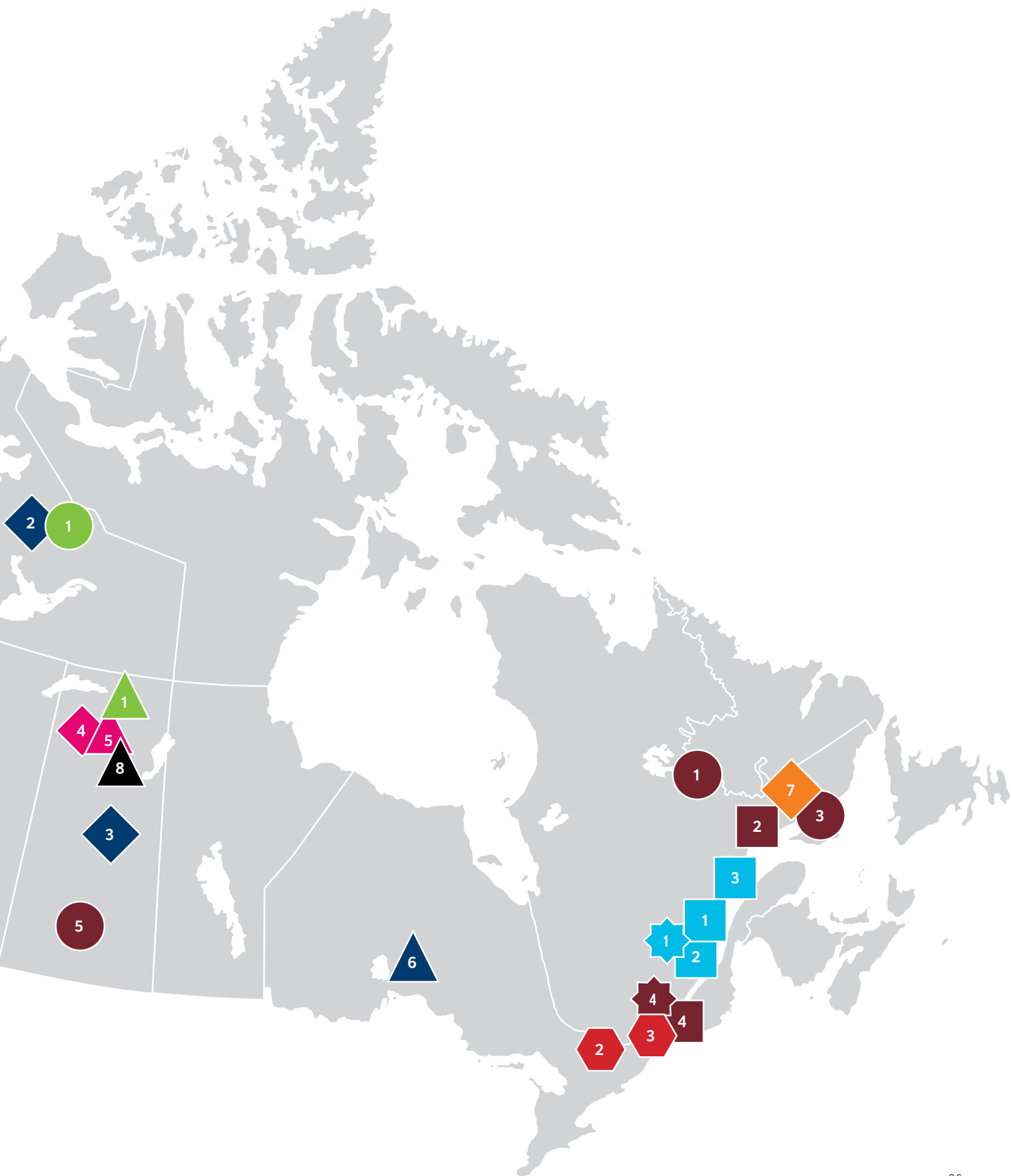
Exploration across Canada

- | | |
|------------------------|-----------------------|
| 1 Firebird | ■ Copper |
| 2 Diavik | ■ Diamonds |
| 3 FalCon | ■ Ni/PGE |
| 4 Roughrider | ■ Uranium |
| 5 Russell Lake | ■ Titanium |
| 6 Mid-continent Nickel | △ Greenfield projects |
| 7 Grader West | ◇ Brownfield projects |
| 8 Janice Lake | |

Key

- Mines and mining projects
- Smelters, refineries, processing, plants, port, rail, shipping and power facilities remote from mine
- ★ Technology and Innovation centres
- Offices





Sustainability leadership

Did you know?

Since 2018 we have a fossil-fuel free portfolio

76%

of our global electricity use comes from renewable sources

46%

Since 2008, we cut our global absolute emissions by 46%

Net-Zero by 2050

In 2020, we renewed our climate change strategy. Company-wide global targets include:

30%

reduction in the intensity of our greenhouse gas emissions by 2030 compared to 2018

15%

reduction in our absolute emissions compared to 2018

Our growth by 2030 will be carbon neutral and backed by a billion dollar fund. Our ambition is for the company to achieve net-zero by 2050.

Aluminium

In Canada, we produce some of the highest quality aluminium with the lowest carbon footprint in the world.

The highest standards in aluminium production

In 2019, we became fully certified by the Aluminium Stewardship Initiative (ASI) for producing responsible aluminium. This certification gives our customers independent assurance that the metal they use to make coffee pods, cars or smartphones is made responsibly.



ELYSIS

In December 2020, ELYSIS officially wrapped up construction of its Industrial Research and Development Centre in Saguenay, Quebec, moving one step closer to eliminating direct carbon emissions from the aluminium smelting process. And, in January 2021, we made the first commercial sale of our ELYSIS aluminium to AB InBev, the largest brewer in the world, to produce low-carbon aluminium beer cans.

In Canada alone, if this technology were to be used at every smelter in the country, it could eliminate 6.5 million metric tonnes of greenhouse gas emissions. That's like taking nearly 1.8 million cars off the road.

ELYSIS is a partnership between Rio Tinto and Alcoa, supported by Apple and the governments of Canada and Quebec. It is a breakthrough technology that eliminates direct greenhouse gases from the aluminium smelting process, replacing them with pure, clean oxygen. In 2019, Apple purchased its first commercial batch of ELYSIS-made aluminium.



In 2021, we launched START, the first sustainability label for aluminium which will be delivered to customers using blockchain technology. This 'nutrition label' for aluminium will provide key information about where and how the aluminium was produced, covering ten criteria: GHG emissions, water management, renewable energy, recycled content, waste management, safety performance, contribution to communities, supplier due diligence, governance systems and diversity. The blockchain technology will enable traceability, helping customers and consumers make informed choices about the products they buy.

START SUSTAINABILITY LABEL				Rio Tinto	
Customer Name: XXXX Site: XXXX ASI Certified: XXXX Sales Order No.: XXXX Total Volume Ordered: XXXX Label No.: XXXX Date of Issue: XXXX				QR Code	
ENVIRONMENT*		SOCIAL		GOVERNANCE	
1. GHG Emissions Global Warming Potential (GWP) ₁₀₀ (tCO ₂ e/t Al) Baseline Mining Alumina Production Aluminium Production Total	1.23 0.02 1.33 1.93 3.26	Sales Order XXX XXX XXX XXX	Compliance 100% 100% 100% 100%	Rio Tinto Aluminium Safety™ Total number of reported cases All injury frequency rate (IFR) PPE 100% compliance Critical Risk Management (CRM) verifications Rio Tinto Aluminium Communities™ Community investment	111 43% 0.00 100% \$28.95 million
2. Water (m³/t Al) Consumption Return	0.67 1.62	Water Order XXX XXX	Water Order 100% 100%	Rio Tinto Diversity™ Women in senior management Women in Board roles Women as a % of graduate intake	22.60% 11.10% 54%
3. Energy (kWh/t Al) Renewable energy %	95%	Energy Order XXX	Energy Order 100%	Rio Tinto's due diligence – safety, labour, respect, integrity and excellence – follows how we find each other and how we work with our partners. For additional information, please go to: https://www.rioto.com/ourvalues	100%
4. Recycled Content (RCR) Recycled content (t Al/t Al) External Supply – Pre-consumer External Supply – Post-consumer	0 0 0	Recycled Content XXX XXX	Recycled Content 100% 100%	Rio Tinto's due diligence – safety, labour, respect, integrity and excellence – follows how we find each other and how we work with our partners. For additional information, please go to: https://www.rioto.com/ourvalues	100%
5. Waste (kg/t Al) Non-hazardous waste disposed Hazardous waste disposed Spent pot being recycled	0.01 0.01 0.00	Waste Order XXX XXX	Waste Order 100% 100%	Rio Tinto's due diligence – safety, labour, respect, integrity and excellence – follows how we find each other and how we work with our partners. For additional information, please go to: https://www.rioto.com/ourvalues	100%
* The Comparison in Global Average demonstrates the advantage of using START as a better product based on global average metrics. The global average is based on 2019 data.		6. Transparency		7. Governance	
		Transparency benchmarks are applicable to both Social and Governance categories. For additional information, please go to: https://www.rioto.com/ourvalues		Rio Tinto's due diligence – safety, labour, respect, integrity and excellence – follows how we find each other and how we work with our partners. For additional information, please go to: https://www.rioto.com/ourvalues	
		8. Supplier Due Diligence		9. Supplier Due Diligence	
		Supplier Due Diligence – Safety, Labour, Respect, Integrity and Excellence – follows how we find each other and how we work with our partners. For additional information, please go to: https://www.rioto.com/ourvalues		Supplier Due Diligence – Safety, Labour, Respect, Integrity and Excellence – follows how we find each other and how we work with our partners. For additional information, please go to: https://www.rioto.com/ourvalues	

Full-value mining



Full-value mining, plain and simple, is extracting as much value as you possibly can from ore bodies [...] and making sure that we're not throwing away any of our ore with waste as we mine it."

Nigel Steward

Head of Group Technical Processing, Rio Tinto

In 2020, we discovered how to extract scandium from our by-products at our metallurgical complex in Sorel-Tracy, Quebec. Scandium oxide can help power hospitals, data centres and factories, and is even used in military aircraft.

Scandium is hard to extract. To date, it has been extracted in only a few mines worldwide, mostly in Asia. Security of supply and a high cost of production have limited the growth of demand for scandium for years.

But now we are ramping up production at our new commercial scale demonstration plant. We will initially produce about 20% of the current global market, and you can expect to see our scandium on the market by the end of the year.

And, with the production of our high-performance aluminium-scandium master alloys, we can now help people reach their personal best with lighter bikes and golf clubs, make ideas come to life through 3D printing, and discover new horizons with new and improved satellites.



New breakthroughs

Together with Geocycle Canada and leading construction materials company Lafarge Canada, we are working to reuse waste from the aluminium smelting process to make cement. In this circular economy initiative, we are working to reduce the need to extract other raw materials and create value from waste. We have developed a new product called Alextra, made from a residue of the aluminium smelting process that would otherwise go to landfills. Lafarge Canada will produce about one million tonnes of cement per year using Alextra as a greener alternative to raw materials like alumina and silica.



Circular economy

Did you know?

Currently, around 70 percent of the aluminium used in AB InBev cans produced in North America is recycled content. By pairing this recycled content with low-carbon aluminium, the brewer will take a key step towards reducing the carbon emissions in its packaging supply chain, which is the largest contributor of emissions by sector in the company's value chain.

A new low-carbon partnership

Aluminium is an infinitely recyclable critical mineral used to build lightweight cars, power lines and smart phones. It's now also used to make sustainable beer cans.

Beer drinkers will soon be able to enjoy their favourite brew out of cans made from responsibly produced, low-carbon aluminium. In 2020, we partnered with Anheuser-Busch InBev (AB InBev), the world's largest brewer, to deliver a new standard of sustainable aluminium cans. This will offer a potential reduction in carbon emissions of more than 30% per can, compared to similar cans on the market.

The first million cans produced through the partnership will be piloted in the United States, using Canadian aluminium to make American beer better.



With this partnership, we will bring low-carbon aluminium to the forefront with our consumers and create a model for how companies can work with their suppliers to drive innovative and meaningful change for our environment.”

Ingrid de Ryck
North America, Anheuser-Busch InBev

Rising to the challenge

In order to support local community efforts to fight COVID-19 and its social and economic impacts, we invested \$14 million in grassroots projects across Canada and the United States.

From delivering critical equipment for people working in hospitals to providing practical support to communities and families, we are contributing to efforts by our partners to help fight the pandemic.



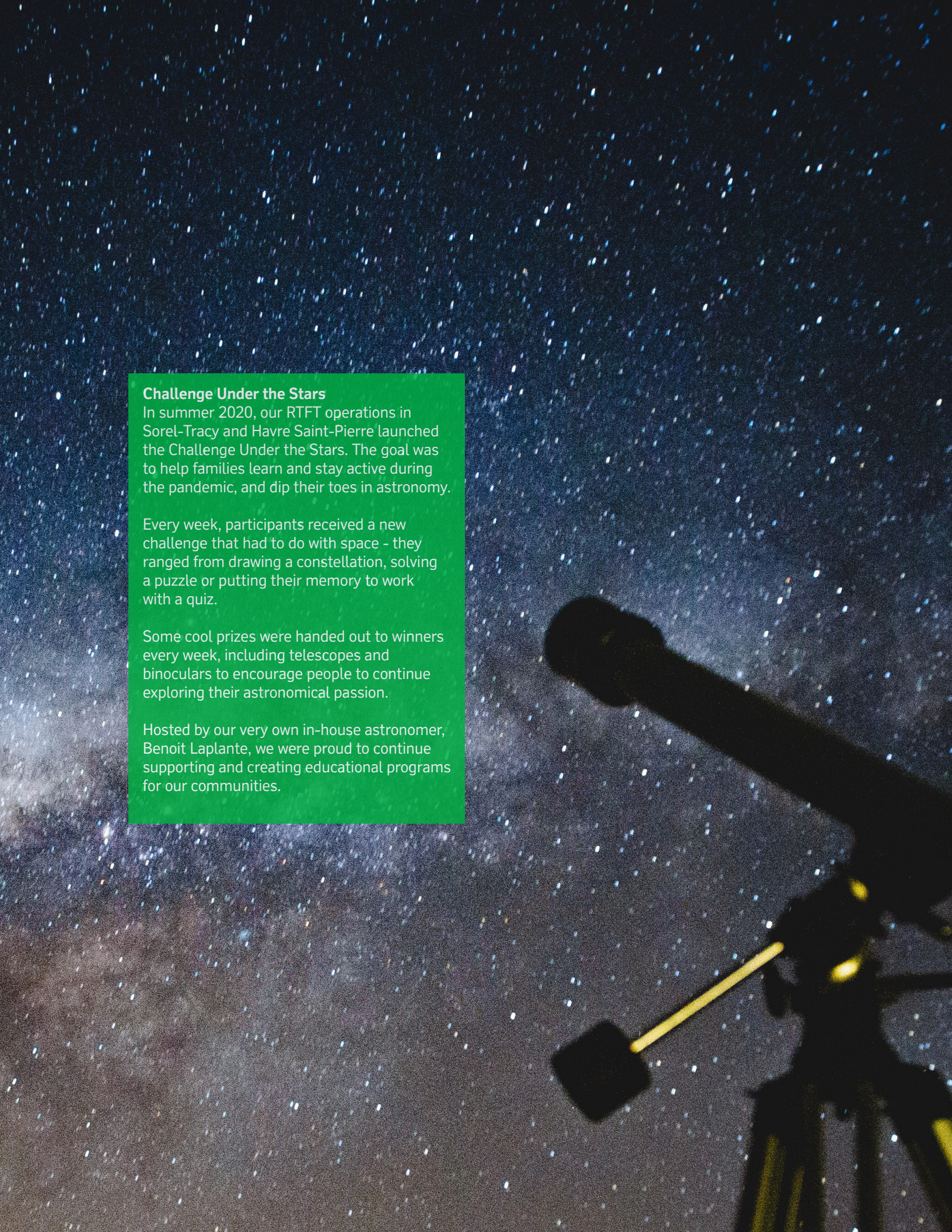
Helping small businesses grow

In Louiseville, Quebec, we invested \$75,000 to help Entreprise Prémont, a new company that makes surgical masks, grow – and help the community along the way. With our investment, the company has added a new production line, hired more people and can make hundreds of thousands more masks per week for frontline workers.

A secure supply of hand sanitizer

At the start of the pandemic, to help secure supply of hand sanitizer for the communities where we operate, our Arvida Research and Development Centre joined the Distillerie du Fjord in Saguenay-Lac-Saint-Jean to produce more than 1,000 litres of hand sanitizer. The alcohol was produced with beer and gin residues from the distillery and local microbreweries, and transformed into disinfectant thanks to our research centre.

To help distribute the hand sanitizer to local community organisations, we partnered with United Way. United Way plays an essential role in supporting organisations who are helping the most vulnerable in the Saguenay-Lac-Saint-Jean region. With a \$100,000 donation for United Way's emergency and recovery fund, we were able to help community organisations provide front-line emergency support in the region.



Challenge Under the Stars

In summer 2020, our RTFT operations in Sorel-Tracy and Havre Saint-Pierre launched the Challenge Under the Stars. The goal was to help families learn and stay active during the pandemic, and dip their toes in astronomy.

Every week, participants received a new challenge that had to do with space - they ranged from drawing a constellation, solving a puzzle or putting their memory to work with a quiz.

Some cool prizes were handed out to winners every week, including telescopes and binoculars to encourage people to continue exploring their astronomical passion.

Hosted by our very own in-house astronomer, Benoit Laplante, we were proud to continue supporting and creating educational programs for our communities.

Re-purposing to feed those in need

As the pandemic slowed down tourism for the Montreal Botanical Garden, the institution found innovative ways to maintain its activities while supporting the community. With our help, the botanical garden shifted its focus to food production, almost doubling its harvest in 2020 with the same size garden. And the efforts paid off. Workers at the garden harvested more than 2,300 bins of fresh produce, all of which were destined for food banks. About one in ten people in Quebec are turning to food banks to help feed themselves and their families – a 50% increase since 2019.

Fresh produce grown locally

At our BC Works operations, we supported greenhouse and planter box projects by the Cheslatta Carrier Nation, the Skin Tyee Nation and the Haisla Nation. The donation included 45 greenhouses and local Burns Lake nursery gift certificates for families. The Haisla Nation undertook a youth planting project that included planter boxes and plants for 75 young people to plant and harvest. These projects are helping to create good jobs in the communities, as well as provide a source of sustainable, healthy and locally grown food.

Helping put food on the table

We also invested \$50,000 in the Table de quartier de Montreal-Nord. This contribution is helping to provide nutritional support to more than 1,000 people every week. The contribution is also helping with the purchase of hardware that is lent to families in need in order to help them maintain a link to academic institutions and other essential services.





“

Rio Tinto's support comes at a critical time to ensure we can continue to fulfil our mission to support the Montreal YWCA in building a better future for girls, women and their families. The current health crisis has disrupted our self-financing activities, at a time when the demand for our services from women experiencing violence has significantly increased.”

Isabelle Lajeunesse

Executive Director of the Montreal Women's Y Foundation

Supporting the most vulnerable

At our Diavik Diamond Mine in the Northwest Territories, we are partnering with the Yellowknife Women's Society with a \$150,000 contribution. This funding will provide accommodation and food for people who are at high medical risk of serious illness or death if they contract COVID-19. It will also support the hiring of more staff at the shelter to provide service continuity and to better support the ongoing programming for residents.

A safe haven for victims of domestic violence

In Newfoundland and Labrador, Hope Haven runs a shelter for women and children fleeing domestic violence. It is the only shelter of its kind in Labrador West – a community of around 10,000 people living in Labrador City and Wabush, near our IOC operations. In March 2020, we made alternative housing available to Hope Haven and the women of Labrador City and Wabush. We also ensured that the staff of Hope Haven were properly fitted with respiratory protection and other personal protective equipment, so both they and the women they serve were protected against COVID-19.

An ongoing commitment

To help support women and children experiencing domestic and family violence, we donated \$360,000 to 12 women's shelters and local organisations across Canada as part of the UN's 16 Days of Activism to End Gender-Based Violence.

The contribution will help these organisations continue to provide support services to women and their families, including safe shelters, education and training, counselling, workshops and activities for kids.

The organisations are in communities where Rio Tinto operates in British Columbia, Newfoundland and Labrador, the Northwest Territories and Quebec, and five of the groups are focussed on working with Indigenous women and their children.

Indigenous partnerships

Promoting Indigenous ownership

On December 1, 2020, we celebrated the 15th anniversary of the Tshiuetin Railway. It's the first railway in North America to be owned and operated by Indigenous Peoples, resulting from a fruitful partnership between IOC, the Innu Nation of Matimekush-Lac John, the Naskapi Nation of Kawawachikamach, and the Innu Takuaitan Uashat maki-Utenam.

15 years ago, our IOC operations sold a portion of the railway to our Indigenous partners for \$1. Today, the Tshiuetin Railway, meaning “north wind” in the Innu language, provides an essential rail passenger service, connecting people with their families and friends, grocery stores and good jobs.

A historic partnership agreement

In December 2020, we signed a historic reconciliation and collaboration agreement with the Innu communities of Uashat mak Mani-utenam and Matimekush-Lac John. The agreement was named “Ussiniun”, which means “renewal” in the Innu language.

The long-term partnership agreement will provide the foundation for a mutually beneficial relationship that's based on dialogue, openness and trust with the two communities over the next decades. The agreement will also support concrete measures for the Innu communities, like employment, training and business opportunities.



Chief of the Council of the Innu of Ekuanitshit Jean-Charles Piétacho shakes hands with Guy Gaudreault, managing director of Rio Tinto Fer et Titane.

As part of the agreement, we made a commitment to increase the number of Innu hires and to implement measures to help develop capacity and competitiveness of Innu businesses. We will also work together to support environmental monitoring and protection, as well as preservation and promotion of the customs and cultural practices of the Innu.

Providing cultural awareness training to our employees

Our IOC operations introduced mandatory Indigenous Cultural Awareness training for its employees. The training seeks to increase awareness of cultural differences and help people to recognize, understand and accept those differences.

Launched online last year, all our employees at IOC have completed the training. Trainings like this one help our employees gain an understanding of the history of Indigenous Peoples in Canada, develop sensitivity to cultural differences and help create a safer and more inclusive workplace for all.



Innu Nation IOC Committee



Innu Nation



A top employer in Canada

For the third year in a row, Rio Tinto was recognised as one of Canada's Top 100 Employers.

From underground miners to data scientists, we look for people that will bring hard work, dedication and outside-the-box thinking to their job. We want our employees to benefit from a challenging, flexible and rewarding career that takes them exactly where they want to go.

And for us, the safety and wellbeing of our employees is a top priority. That also extends to the home. If one of our employees or their immediate family member is experiencing domestic or family abuse, they can access services through our Domestic and Family Violence Policy, including:

10 days of paid extra leave

Flexible work hours



Financial aid

Emergency accommodation

24-hour support services

Security protection at work

Our policy is inspired by the White Ribbon campaign, a global campaign of men working to end violence against women; and it embodies our commitment to creating a safe, gender equal and respectful place to work.

We deeply value our employees and the hard work they do. Here are some of the measures we introduced to support them in their career development:

A minimum standard for paid parental leave for all employees




Tuition assistance for employees interested in furthering their education

Subsidies for professional accreditations and development



Secondment opportunities across our global operations

In addition to the essential services provided by each province, we offer a 24/7 medical hot-line, and we have a Wellness Account that supports employees and their families with their wellbeing needs.



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