



TROILUS



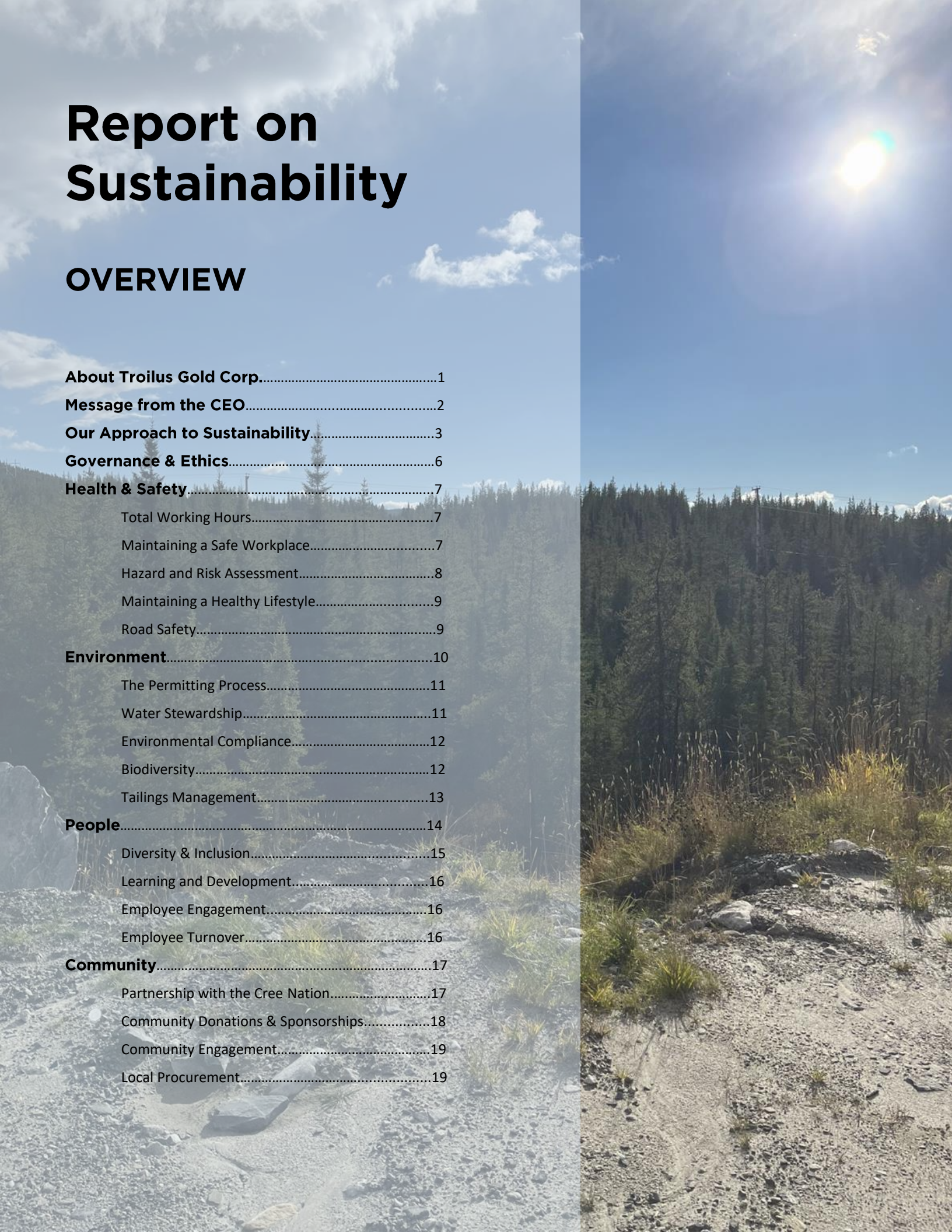
Sustainability at Troilus Gold Corp.

2022 Sustainability Report

Report on Sustainability

OVERVIEW

- About Troilus Gold Corp.....1**
- Message from the CEO.....2**
- Our Approach to Sustainability.....3**
- Governance & Ethics.....6**
- Health & Safety.....7**
 - Total Working Hours.....7
 - Maintaining a Safe Workplace.....7
 - Hazard and Risk Assessment.....8
 - Maintaining a Healthy Lifestyle.....9
 - Road Safety.....9
- Environment.....10**
 - The Permitting Process.....11
 - Water Stewardship.....11
 - Environmental Compliance.....12
 - Biodiversity.....12
 - Tailings Management.....13
- People.....14**
 - Diversity & Inclusion.....15
 - Learning and Development.....16
 - Employee Engagement.....16
 - Employee Turnover.....16
- Community.....17**
 - Partnership with the Cree Nation.....17
 - Community Donations & Sponsorships.....18
 - Community Engagement.....19
 - Local Procurement.....19



Cautionary Language & Legal Disclaimers

This report may contain “forward-looking statements” within the meaning of applicable Canadian securities legislation. Forward-looking statements include, but are not limited to, statements regarding the impact of the ongoing drill program and results on the Company, the possible economics of the project and the Company’s understanding of the project; the development potential and timetable of the project; the estimation of mineral resources; realization of mineral resource estimates; the timing and amount of estimated future exploration; the anticipated results of the Company’s ongoing 2023 drill program and their possible impact on the potential size of the mineral resource estimate; costs of future activities; capital and operating expenditures; success of exploration activities; the anticipated ability of investors to continue benefiting from the Company’s low discovery costs, technical expertise and support from local communities. Generally, forward-looking statements can be identified by the use of forward-looking terminology such as “plans”, “expects” or “does not expect”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “continue”, “anticipates” or “does not anticipate”, or “believes”, or variations of such words and phrases or statements that certain actions, events or results “may”, “could”, “would”, “will”, “might” or “will be taken”, “occur” or “be achieved”. Forward-looking statements are made based upon certain assumptions and other important facts that, if untrue, could cause the actual results, performances or achievements of Troilus to be materially different from future results, performances or achievements expressed or implied by such statements. Such statements and information are based on numerous assumptions regarding present and future business strategies and the environment in which Troilus will operate in the future. Certain important factors that could cause actual results, performances or achievements to differ materially from

those in the forward-looking statements include, amongst others, currency fluctuations, the global economic climate, dilution, share price volatility and competition. Forward-looking statements are subject to known and unknown risks, uncertainties and other important factors that may cause the actual results, level of activity, performance or achievements of Troilus to be materially different from those expressed or implied by such forward-looking statements, including but not limited to: there being no assurance that the exploration program will result in expanded mineral resources; risks and uncertainties inherent to mineral resource estimates; the impact the COVID 19 pandemic may have on the Company’s activities (including without limitation on its employees and suppliers) and the economy in general; the impact of the recovery post COVID 19 pandemic and its impact on gold and other metals; the receipt of necessary approvals; general business, economic, competitive, political and social uncertainties; future prices of mineral prices; accidents, labour disputes and shortages; environmental and other risks of the mining industry, including without limitation, risks and uncertainties discussed in the most recent Technical Report and in other continuous disclosure documents of the Company available under the Company’s profile at www.sedar.com. Although Troilus has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such statements 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 statements. Troilus does not undertake to update any forward-looking statements, except in accordance with applicable securities laws.

Qualified Person

The technical and scientific information in this press release has been reviewed and approved by Nicolas Guest, P.Geol., Exploration Manager, who is a Qualified Person as defined by NI 43-101. Mr. Guest is an employee of Troilus and is not independent of the Company under NI 43-101.

About this Report



The 2022 Sustainability Report (the “Report”) is Troilus Gold Corp.’s 3rd public report that provides a detailed account of the Company’s health & safety, environmental and social performance from January 1, 2022, to December 31, 2022. The report reinforces the Company’s objective of transparency in reporting on its sustainable development initiatives and responsible mining practices and is intended to provide a complete overview of the Company’s approach to key environmental, social and governance (“ESG”) areas – which are aligned to the United Nations Sustainable Development Goals (SDGs) and the terms of the ECOLOGO Certification for Mineral Exploration (the “ECOLOGO Certification”).

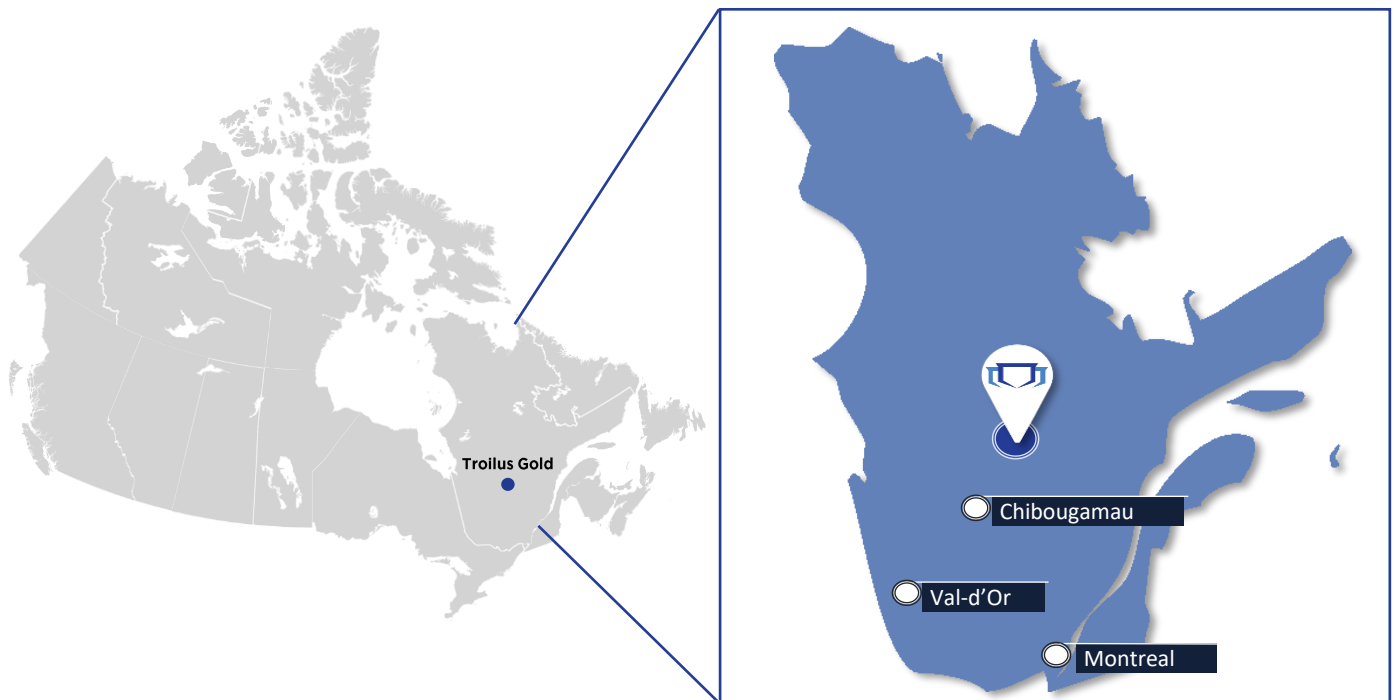
Additionally, in this report, Troilus demonstrates its commitment to sustainability and how it meets specific UN Sustainable Development Goals (SDGs) in each section.

This report has been prepared for all stakeholders at local, regional, and global levels with an interest in the mining industry and/or the sustainability performance of Troilus Gold Corp. and has been reviewed by the Executive Management Team as well as the Board of Directors.

Throughout this report, references to Troilus Gold Corp. include “Troilus”, the “Company”, as well as “we”, “us” and “our”. Unless otherwise specified, all funds are reported in CAD.

About Troilus Gold Corp.

Troilus is a Canadian-based junior mining company focused on the systematic advancement and de-risking of the former gold and copper Troilus Mine towards production. From 1996 to 2010, the Troilus Mine produced +2 million ounces of gold and nearly 70,000 tonnes of copper. Troilus is located in the top-rated mining jurisdiction of Quebec, Canada, where it holds a strategic land position of 435 km² in the Frôtet-Evans Greenstone Belt. Since acquiring the project in 2017, ongoing exploration success has demonstrated the tremendous scale potential of the gold system on the property with significant mineral resource growth. The Company is advancing engineering studies following the completion of a robust PEA in 2020, which demonstrated the potential for the Troilus project to become a top-ranked gold and copper-producing asset in Canada. Led by an experienced team with a track record of successful mine development, Troilus is positioned to become a cornerstone project in North America.



HIGHLIGHTS

4.96 Moz AuEq
Indicated Mineral Resources

3.15 Moz AuEq
Inferred Mineral Resources

\$26.3M Local
Procurement

\$148,029 Community
Investments

33 Employees

0 Work-related Injuries

A Message from the CEO

Dear Stakeholders,

I am pleased to introduce Troilus' 2022 Sustainability Report. Since the Company's inception, we have proactively implemented sustainable practices to ensure the responsible development of our Troilus Project, which has been fundamental in how we choose to conduct our operations. In 2022, we significantly built on our existing environmental stewardship, social acceptance, and governance (ESG) practices, allowing Troilus to remain at the forefront of sustainable practices among Quebec-based exploration and development companies. Even though we are still in the development stage of the project, we have taken a proactive approach to implementing practices and procedures that promote a sustainable mindset, which we've expanded in 2021.

For Troilus, 2022 was a year of significant accomplishments in sustainable development. We marked the official start of the environmental permitting process for the project with the submission of the Initial Project Description to the Impact Assessment Agency of Canada (IAAC) at the federal level and the Project Notice to the Ministère de l'Environnement et de la Lutte contre les Changements Climatiques (MELCC) at the provincial level.

Moreover, we engaged Tugliq Energy Co. to complete an inventory of the project's historical and current GHG emissions to develop a road map to a carbon-neutral mining operation, and we became one of the first junior mining companies to have joined the United Nations Global Compact, the largest corporate sustainability initiative to address ESG challenges. We've joined a global community committed to

aligning its business practices with the 17 UN SDGs, which you will see highlighted throughout this report.

Our objective is to continue to uphold the legacy of the former Troilus mine, operated by Inmet from 1996-2010, through our four pillars outlined in our Sustainable Development Policy: our people, our environment, health & safety, and our local communities.

This report provides a significantly expanded scope and depth of our sustainability reporting, which has been built over the last three years. I invite you to read this report about our work completed in 2022 and the steps we are taking toward creating a project with long-lasting positive impacts for all our stakeholders beyond the life of the Troilus Mine.

In closing, thank you for your interest and the time taken to read our 2022 sustainability report. Your feedback and comments are always welcome. I'd also like to extend my gratitude to all Troilus employees, who have continuously upheld our sustainable practices and played a vital role in our continued success over the past year.



A handwritten signature in black ink that reads "Justin Reid". The signature is fluid and cursive, with a long, sweeping underline.

C. Justin Reid
Director & CEO



Our Approach to Sustainability

At Troilus, the key to ensuring the responsible development of our project and achieving our sustainable development goals is to ensure sustainability remains at the core of our business strategy. Troilus’ sustainable development policy is built on four guiding cornerstones: People, Environment, Health & Safety and Communities and outlines our key objectives to:

- Ensure we operate in a safe, socially, and environmentally responsible manner.
- Contribute to the prosperity of our employees and local communities while respecting human rights, cultures, customs and values of those impacted by our activities.
- Create long-term value for our shareholders and stakeholders.

PEOPLE

We aim to maintain a productive and supportive work environment that is based on mutual respect fairness and integrity.



ENVIRONMENT

We aim to eliminate, minimize and mitigate impacts of our operations on the environment to maintain its viability and diversity.



HEALTH & SAFETY

We aim to operate a safe and healthy workplace that is injury free and enhances the well-being of employees.



COMMUNITIES

We aim to contribute to the social and economic development of sustainable communities to ensure a legacy of improvement.



Our Approach to Sustainability



GOING BEYOND STANDARDS

Troilus is committed to implementing standards developed by global initiatives and aspires to best practices which go above and beyond regulatory requirements.

In August 2020, Troilus became the first mineral exploration company in Quebec to obtain UL 2723: ECOLOGO Certification for the Responsible Development for Mineral Exploration Companies. Troilus has had to demonstrate that it engages in environmental, social and economic best practices. The standard is administered and maintained by Underwriters Laboratories (“UL”), an independent safety testing, certification and inspection organization with a trusted name for more than 125 years.



In August 2022, Troilus joined the United Nations Global Compact, a global community of over 16,000 companies committed to achieving the United Nations Sustainable Development Goals (“SDGs”). Our voluntary membership to this initiative is a commitment to conduct our business responsibly and align our activities with the Ten Principles in areas of human rights, labour, environment and anti-corruption.

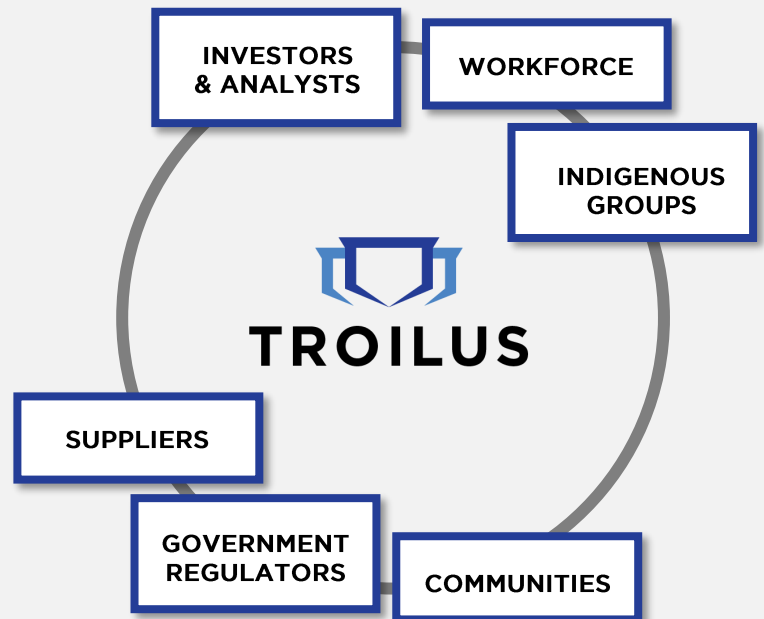


To read more, please visit our website at www.troilusgold.com.

STAKEHOLDER ENGAGEMENT

Engaging with our key stakeholders is fundamental to our commitment to sustainability. We recognize the significance of fostering a deep understanding of interests, concerns, and objectives and establishing long-lasting relationships that endure beyond the life of the future Troilus mine. We have strengthened our commitment to transparency, accountability, and continuous improvement by listening and responding to our stakeholders.

Troilus fosters open, transparent, and respectful communication with all stakeholders. We recognize that our stakeholders rely on us to conduct activities responsibly and contribute to the sustainability of the areas we work in. By applying industry-leading practices, we aim to maximize the positive impacts of our operations while minimizing any potential adverse effects.



Our Approach to Sustainability

As a member of the United Nations Global Compact, Troilus is committed to helping achieve the 17 SDGs and has taken noteworthy actions in their support. The SDGs are a set of 17 global objectives established by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure prosperity for all by 2030. These goals encompass a wide range of interconnected issues, including poverty alleviation, environmental sustainability, health, education, gender equality, and economic growth. The SDGs serve as a blueprint for governments, businesses, and civil society organizations to work collectively and address pressing global challenges, fostering a more equitable, sustainable, and prosperous future for people and the planet.

SDG icons can be found throughout the 2022 Sustainability Report, demonstrating how the Company is making contributions to the SDGs through its activities. To learn more about how Troilus has incorporated the SDGs into its daily activities, please visit:

<https://troilusgold.com/sustainability/un-global-compact/>.



Governance and Ethics

Troilus is committed to strong governance and believes it is vital to creating long-term value for its stakeholders. We maintain rigorous Corporate Governance standards and adhere to best practices, which strengthen our accountability and enable us to operate ethically and responsibly, enhancing our ESG performance. The roles and responsibilities of both the Board of Directors and the Executive management team have been defined, as well as lines of accountability within Troilus down to the operational level.

We have implemented policies and procedures that underpin our governance approach and provide direction for all activities conducted at Troilus. Troilus is committed to upholding an ethical corporate model shaped by accountability and transparency. The policies and procedures in place adhere to the highest standards of ethics, and we ensure that policies and procedures are communicated internally, so that sustainable development is considered in all aspects of our business practices.

Our Corporate Governance policies include the following:

<p>Code of Business Conduct and Ethics</p>	<p>Troilus’ Code of Business Conduct and Ethics outlines the principles of conduct and ethics to be followed by our employees, officers, and directors. Its purpose is to encourage honest and ethical behaviour, avoid conflicts of interest, ensure accurate and transparent disclosure in reports and communications, comply with applicable laws and regulations, and promote a culture of accountability and integrity within the Corporation. The Code applies to all employees, officers, directors and consultants working with Troilus and is in accordance with all applicable laws, rules, and regulations to the highest ethical standards.</p>
<p>Corporate Disclosure, Confidentiality and Insider Trading Policy</p>	<p>Troilus maintains a strong Corporate Disclosure, Confidentiality, and Insider Trading Policy, complying with Canadian securities laws and stock exchange regulations. We prioritize transparent and timely disclosure, preventing selective disclosure of material changes to analysts and investors, and strictly enforcing insider trading prohibitions. Preserving the confidentiality of Undisclosed Material Information is crucial, and its integration into our ESG Report demonstrates our commitment to responsible governance and ethical practices, fostering trust with stakeholders and investors.</p>
<p>Anti-Bribery and Anti-Corruption Policies</p>	<p>The Anti-Bribery and Anti-Corruption Policy is a commitment to comply with all anti-bribery and anti-corruption laws in the jurisdictions Troilus operates. All directors, officers, employees, and representatives are strictly prohibited from engaging in bribery or corrupt activities in any shape or form. The policy communicates and monitors compliance, with annual reviews and clear reporting mechanisms for violations.</p>
<p>Whistleblower Policy</p>	<p>The Whistleblower Policy establishes procedures for receiving and handling complaints related to accounting, internal controls, auditing matters, or violations of the Corporation’s Code of Business Conduct and Ethics. It allows employees to submit concerns anonymously and confidentially. The policy prohibits discrimination, harassment, or retaliation against anyone reporting such complaints or assisting in related investigations or proceedings. All employees, directors, and officers are responsible for maintaining a workplace free from any form of prohibited conduct outlined in the policy, and no one has the authority to engage in such behaviour.</p>

To read more, please visit our website at www.troilusgold.com.





At Troilus, the health and safety of our employees, communities and stakeholders is a top priority. We are committed to providing a safe workplace and have implemented best practices in health and safety to foster a workplace that is injury and fatality free.

Our objective is to achieve zero accidents in the workplace, minimize safety risks, and enhance the well-being of employees, contractors and communities. We've maintained a health and safety culture by emphasizing individual accountability and leadership and providing continuous training opportunities. Troilus has maintained a strong health and safety performance since its inception, having implemented best practices and a top-down approach to safety, ensuring the understanding of health and safety at all levels of the organization.



2022 TOTAL WORKING HOURS

Total Hours Worked in H1	53,730
Total Hours Worked in H2	56,692
Total Hours Worked	110,682

Maintaining a Safe Workplace:

Troilus is actively assessing practices across our operation to identify areas of improvement and prides itself on integrating health and safety into all aspects of our operational decisions and facility design. All employees on site are required to take part in specific safety training courses and adhere to our safety best practices. We ensure guidelines are reviewed annually.

Troilus ensures that all employees and contractors in the workplace have the appropriate training and tools needed in order to perform their assigned duties safely. All staff, contractors and visitors to the Troilus mine site are required to participate in a safety briefing upon arrival.

All employees and contractors are required to participate in our ongoing safety training, which includes:

- On-site registration
- Induction Training
- Continuous monitoring

Hazard and Risk Assessment

Hazard assessment lies at the core of our health and safety practices, where we diligently identify potential risks across all operational facets. Through a comprehensive approach, we proactively implement robust risk mitigation strategies to ensure the well-being of our workforce and safeguard the communities in which we operate.

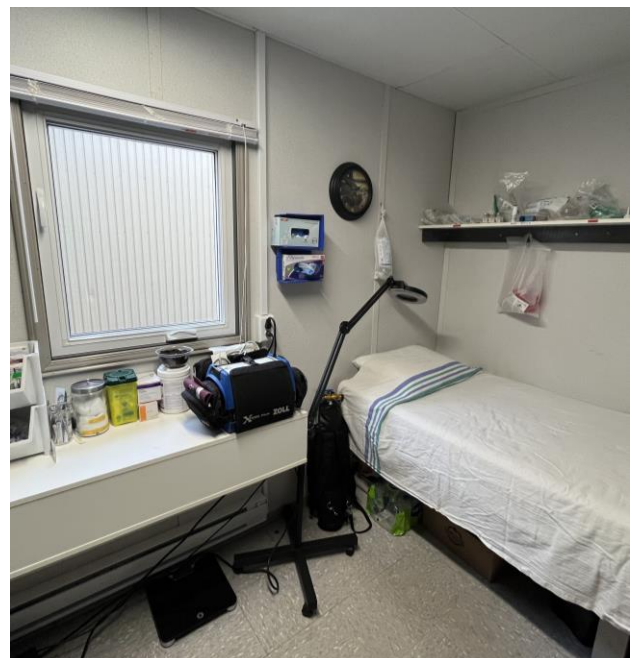
Troilus maintains strict safety protocols and procedures to maintain a safe and healthy environment for all its employees, contractors and service providers. A health and safety manual is maintained and updated annually, which includes emergency evacuation procedures in the event of a threat to the physical site, such as a forest fire.



In 2022, zero fatalities among employees and contractors at site.

As part of our strategy for maintaining a safe workplace, Troilus has stationed a full-time nurse at site capable of providing care in case of a medical emergency or illness. Troilus staff also receive emergency response training which is refreshed each year, and we always ensure that there are staff members with training on every shift.

Troilus takes great pride in being a responsible corporate neighbour and recognizing the importance of supporting the communities in which we operate. Having a well-maintained site and a nurse 24/7, we provide medical aid to our neighbours when in need of assistance. This commitment extends beyond our workforce, as we believe in fostering a collaborative and caring relationship with the local communities.





Maintaining a Healthy Lifestyle

At Troilus, we embrace a holistic view of health and safety and advocate for employees to maintain a healthy and active lifestyle. The health and wellness of our employees is a top priority. We monitor our site and offices for exposure to substances that may be hazardous, in addition to providing support for our employees' physical and mental health. We encourage our employees to lead an active lifestyle by providing them with a well-equipped fitness facility, on-site access to outdoor trails, and a skating rink during the winter months.

To further ensure the well-being of our staff, we offer shower and laundry facilities on-site, promoting wellness and hygiene. Additionally, our commitment to hygiene is reinforced by the presence of informative posters demonstrating best hygiene practices. Moreover, we have an on-site cafeteria that has a variety of nutritious food choices for our employees daily.

Road Safety

Our commitment to safety extends to every aspect of our operations, including transportation and travel protocols. We reinforce adherence to speed limits throughout our site, recognizing that responsible driving is a key factor in preventing accidents and ensuring the well-being of our employees. When it comes to staff travelling along Route du Nord, we prioritize safety by maintaining radio contact, enabling real-time communication and assistance in unforeseen circumstances. Additionally, we prioritize the safety of our employees by discouraging road travel at night. This precautionary measure ensures that our staff can avoid potential hazards associated with reduced visibility and heightened risks during nighttime travel.



Troilus is committed to responsible environmental stewardship and minimizing and mitigating environmental impacts from our activities on the surrounding habitat. Effective environmental management is integral to the success of our project, from daily activities on site to the overall corporate strategy. Our approach is to implement measures that allow us to identify, evaluate, and respond to risks and opportunities with the goal of reducing greenhouse gas emissions, conserving biodiversity, and addressing the effects of climate change.

We ensure all employees, consultants and contractors understand our commitment to the environment. In addition, we work with our local communities to incorporate their knowledge, concerns and priorities into our environmental stewardship of the Troilus property.



Key Highlights

448.9 tCO₂e
Scope 1 GHG Emissions

<5 tCO₂e
Scope 2 GHG Emissions

94%
Fresh Water Recycled

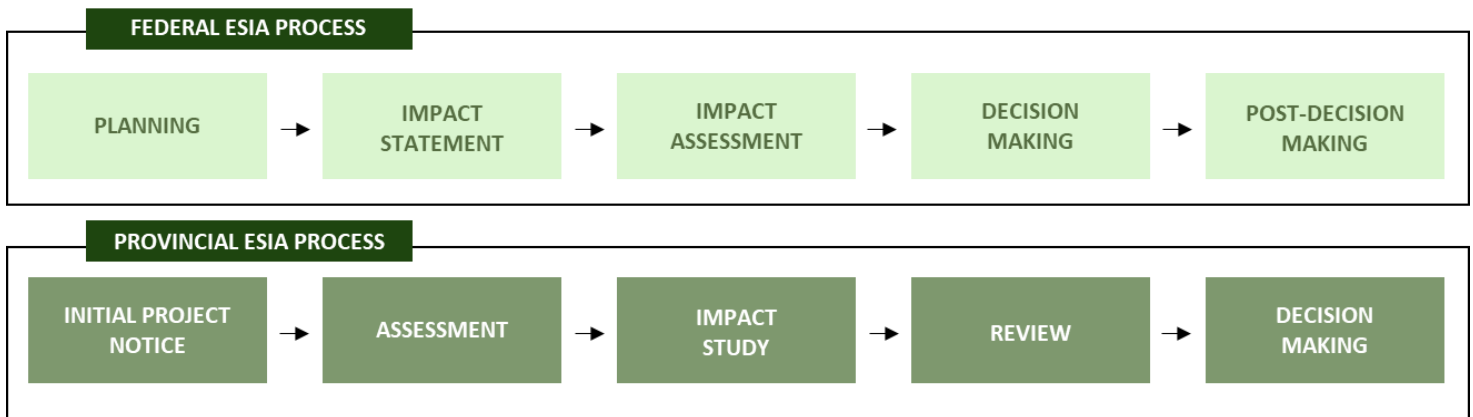
169 TCM
Water withdrawn from
freshwater sources

19,692 GJ
Total Energy Consumed

68.9%
of Energy Used from
Renewable Sources

The Permitting Process

In 2022, Troilus filed the Initial Project Description for the Troilus Project with the Impact Assessment Agency of Canada, with the Canadian Federal Government, as well as the Project Notice with the Ministère de l'Environnement et de la Lutte contre les Changements Climatiques at the Quebec Provincial level. Filing the Initial Project Description and the Project Notice is the first step in completing the Environmental and Social Impact Assessment (ESIA) and is required for the Troilus Project to become a producing mine. The ESIA will assess the proposed mining project's environmental, social, and economic impacts at an early stage, and consult with key stakeholder parties, particularly First Nations communities, impacted families and other local stakeholders.



Water Stewardship

Responsible use and stewardship of water is a high priority for Troilus as it is a vital resource to maintaining healthy natural ecosystems and ensures the long-term viability of the Troilus site before, during and after production. Water stewardship, for our company, means maintaining the quality and quantity of water resources through meticulous management, innovative strategies, and active engagement with local communities.


Troilus prioritizes reducing freshwater use and recycles and reuses water as much as possible. Water is tested daily, and results are reported to provincial regulators. Drilling at the Troilus site makes up the vast majority of our company's water usage. Other usage includes sanitation & drinking, and core cutting. Water used for drilling is returned to its ecosystem once complete, and water used for core cutting is reused.

Troilus ensures best water management practices are in place to sustain healthy water quality and minimize potential impacts on its natural sources. The Company is working collaboratively with neighbouring communities and First Nations to incorporate knowledge of the land to mitigate environmental impacts and has undertaken water testing and sanitation disposal for impacted families on the Troilus property. We follow a post-closure monitoring program that evaluates water quality at the tailings facility used by the former mining operation to ensure the absence of risk for the environment and land users.



Fresh Water Recycled: 94%

Water withdrawn from freshwater sources: 169 TCM





Environmental Compliance

Troilus is committed to complying with applicable environmental laws and regulations in addition to third-party initiatives, including its ECOLOGO Certification and the UNGC's SDG's. Activities at our site that may have environmental impacts are identified, and we address the risks and opportunities that may arise from these impacts. We monitor our activities diligently from soil and water quality, flora and fauna inventories, social assessments and land use, and file regulatory reports as required. It is essential to Troilus that our activities remain in compliance with local laws and regulations, and we strive to exceed the requirements by implementing best practices in our environmental management system.



0 instances of non-compliance with environmental regulations

Biodiversity

Troilus is responsible for the conservation and protection of the natural ecosystems that exist within and around its property. The company is aware of the impacts of its activities because of consultations with First Nations communities, local communities and governmental authorities. We acknowledge the importance of consulting our stakeholders in efforts to conserve biodiversity and integrate their insights into our approach to environmental stewardship.

The ECOLOGO certification ensures Troilus remains committed to protecting life on land and below the water. There are guidelines to ensure our activities do not threaten the environment and that it is left in a rehabilitated state. Protective buffers are used for exploration activities occurring near waterways, and pre-operation and post-operation inspections are conducted to ensure the absence of endangered species such as large-growth trees and other locally important species.

Since 2019, Troilus has been evaluating habitats of different animals native to its ecosystems, including the fish habitat and distribution, to reduce the project's future impacts and for consideration in planning the project's infrastructure.



Tailings Management

The Troilus site benefits from a fully permitted tailings facility, used at the Troilus Mine between 1996 to 2010 when Inmet Mining Corporation operated the mine and covers 300 hectares. Since the mine closed, rehabilitation of the tailings facility has been implemented with the land use by local peoples as a priority consideration. We have remained committed to responsibly managing our tailings facility to protect our environment.

Water from the tailings facility is tested and rarely requires any treatment; when it does, it is treated prior to being reintegrated into the local environment.

As we advance the engineering process and the design of the mine operation, we contemplate using the same tailings site and incorporating the latest standards and best practices in tailings facility design and management to ensure minimal impact on the surrounding environment, future employees, and the local land users.



People

Maintain a productive and supportive work environment that is based on mutual respect, fairness and integrity

Troilus is committed to its employees. We strive to maintain a productive and supportive work environment for our employees based on mutual respect, fairness and integrity and promotes a strong culture of health and safety. Creating a corporate culture that values employees' strengths, potential, and diversity are integral to Troilus' long-term vision. We aim to create a workplace that provides meaningful work, offers purpose, and the opportunity to grow by providing on-the-job training to encourage our employees to reach their fullest potential. We believe our company's success is a direct result of our employee's talents, motivation, and strong work ethic.



Our People

We align our practices with the UNGC Principles of Labour and are committed to protecting human rights and delivering positive outcomes in the communities where we operate. We respect workers' rights and do not engage in forced and compulsory labour or child labour practices, nor do we use suppliers that engage in such practices, as well as occupation-related discrimination. There is no tolerance for any discriminatory form of conduct in the Troilus workplace.

Employment and promotions at Troilus are based on merit and provide fair and competitive compensation. Our goal is to guarantee equal chances for recruitment or advancement to all individuals, irrespective of their race, skin colour, nationality, gender, disability, religion, sexual orientation, or age.



EMPLOYMENT BY AGE GROUP	
30 & under	38.2%
30 - 50	41.2%
50 & over	20.6%

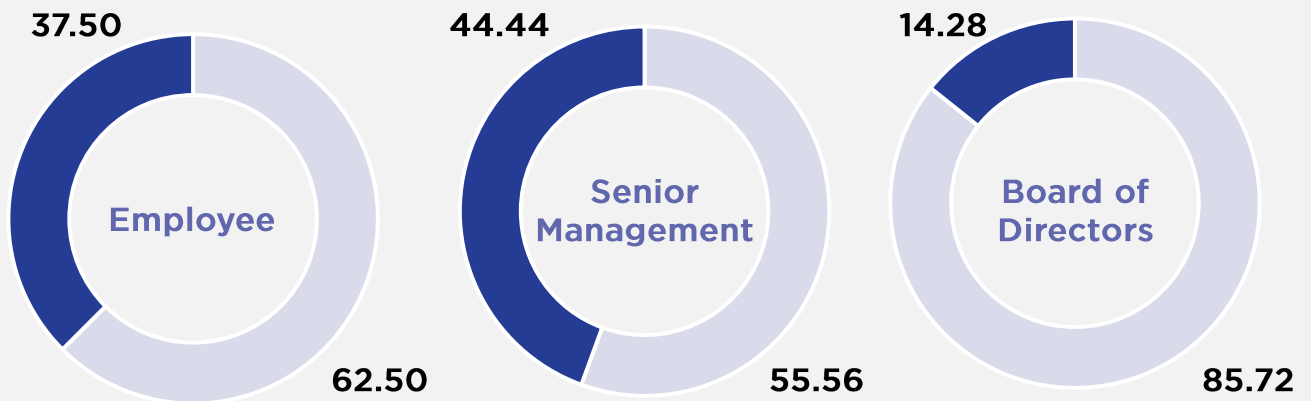


Diversity and Inclusion

At Troilus, fostering a diverse workforce is imperative and a strategic advantage. By embracing different backgrounds, cultures, and experiences, we widen our perspectives and promote innovation and effective decision-making. We recognize diversity at the Board and senior management levels, ensuring the skills and expertise necessary to strategically direct the company. Through transparent policies and measurable goals, we are dedicated to supporting our employees by providing development opportunities for our employees to excel.

GENDER DIVERSITY

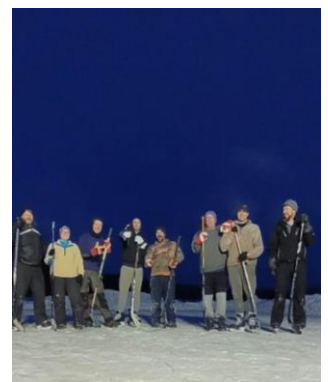
● % Female ● % Male



Learning & Development

We recognize that education and hands-on opportunities play a vital role in shaping tomorrow's mining industry leaders. Education unlocks opportunities for personal development and affects our ability to hire labour from the local communities in which we operate. Troilus has established a comprehensive internship program for university students across various departments, allowing them to apply theoretical knowledge in practical settings and develop the skills and competencies necessary to excel in their future careers. A three-year multi-disciplinary research program was launched with Western University's Department of Earth Sciences and Université de Laval in 2022, providing MSc and PhD students the opportunity to develop exploration strategies.

Moreover, Troilus offers learning opportunities to students in apprenticeship programs in the James Bay Region, such as partaking in the town of Chibougamau's Rocky Challenge. This program provides high school students with a friendly environment where they can compete in challenges related to various professional training programs, gain exposure to skilled trades and find potential work opportunities for the future.



Employee Engagement

We are committed to maintaining a workplace where employee morale is high, and our company culture thrives. We understand that a positive work environment is essential to becoming a great place to work. We have implemented employee engagement activities and to boost employee morale and foster a sense of belonging. From team-building outings, friendly competitions and recognition initiatives, we continuously invest in activities that promote camaraderie, well-being, and job satisfaction.

Employment Turnover

Mitigating employee turnover is a critical component of our sustainable development strategy. We actively address turnover by investing in employee development, promoting work-life balance, transparent communication, and an inclusive culture. Our approach enhances our organizational stability, reflects our commitment to our employee well-being, and contributes to a sustainable future for our workforce and the mining sector.



Troilus' site is located in the Eeyou Istchee James Bay region of northern Quebec. We engage proactively with stakeholders in our neighbouring communities, including Indigenous peoples, impacted by our project in order to communicate transparently, create mutually beneficial relationships and collaborate on issues of environmental effects, monitoring and cultural protection. We are committed to maintaining open, honest, transparent and respectful dialogue with the provincial and regional governments and the local communities of Mistissini, Chibougamau and Chapais. We welcome any feedback our stakeholders may have. Troilus senior management meets with local community leaders on a regular basis to ensure transparent communication and collaboration. Troilus also produces a biannual newsletter for its local stakeholders, providing an update on the latest developments in advancing the Troilus project, activities as site, and community involvement.



Partnership with the Cree Nation

In July 2018, Troilus entered into a Pre-Development Agreement (PDA) with the Cree Nation of Mistissini, the Grand Council of the Crees (Eeyou Istchee), and the Cree Nation. This agreement serves as a foundational framework for fostering an ongoing and mutually advantageous relationship concerning business ventures and employment prospects for the Cree community. It also aids in ensuring sustained backing for exploration endeavours and the groundwork for Environmental Impact Assessment (EIA) baseline studies. The PDA is a preliminary step leading to the eventual formation of an Impacts and Benefits Agreement (IBA), which will further solidify the collaborative partnership between the involved parties.

\$26.3M
Local Procurement

\$3.8M
Quebec Wages

\$149,029
Sponsorships & Donations

Community Donations & Sponsorships:

In addition to advancing the Troilus project, we have prioritized our company's integration within the communities we operate in. This commitment has been upheld financially, having sponsored several initiatives that foster youth development, encourage healthy lifestyles, celebrate cultural heritage, facilitate social engagement, and promote education – all contributing to an improved overall well-being.

In addition to financial donations, Troilus also contributes to communities through in-kind donations. Most notably, in 2022, we established a partnership with the local food bank in Chibougamau in which excess food from the Troilus site is portioned into meal containers and delivered to those in need in the community.

Furthermore, our commitment to community enhancement extends to our on-site infrastructure investments. Notably, we have established an LTE network to significantly enhance internet accessibility at the project site, with potential for extension to the surrounding area.



Organizations we support:



Community Engagement

As part of our commitment to maintain open and transparent communication with our local stakeholders, we have maintained communication from the early stages of exploration throughout the development process to ensure concerns can be expressed and addressed in a timely manner, in addition to providing updates on our activities and priorities as we advance the Troilus project toward production.

Troilus has taken a proactive approach to building our relationship with the indigenous communities impacted by our project. We recognize the value of their ancestral knowledge and deep connection to the land, which has led us to conduct extensive consultation meetings with members of the Cree community and incorporate their knowledge of the land into the development of the Troilus project.

In 2022, Troilus filed its Initial Project Description with the Impact Assessment Agency of Canada at the federal level and the Project Notice with the Ministère de l'Environnement et de la Lutte contre les Changements Climatiques at the provincial level, which was the first step in the Environmental and Social Impact Assessment ("ESIA"). Since initiating the ESIA in May of 2022, Troilus has undertaken several consultation meetings with stakeholders to provide their input and to ensure any potential future operation can meet the expectations of all affected stakeholders and government regulators.



Local Procurement

By prioritizing local procurement, Troilus is contributing to the economic growth of the project's neighbouring communities and is additionally reducing its carbon footprint, which can be associated with transportation logistics. During the 2022 calendar year, local suppliers accounted for 64% of Troilus' total procurement spending.

Additionally, our dedication to supporting the economic development of the James Bay Region was exemplified by the payment of C\$3.8M in wages within Quebec, underscoring our approach to the sustainable development of our communities, economic progress, and social well-being. Tax revenues for local government contribute to better infrastructure and stronger communities.



Staying in Touch

Want to hear the latest news and developments at Troilus? You can sign up for our email distribution list and updates will be delivered directly to your Inbox. To sign up, visit our website at www.troilusgold.com and fill out your name and email address on the “Contact” page.

You can also follow us on social media: Instagram, Twitter, LinkedIn, Facebook and Youtube.

If you have any questions about what’s happening at Troilus, feel free to send us an email: info@troilusgold.com

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