



CEO ESG letter

Environment, Social, and Governance, is central not only to our purpose, but also our growth.

Red Pine Exploration has an ongoing commitment to the environmental, social and governance priorities that matter to our company and industry.

The safety, health and well-being of all our teams have, and always will be our first priority. Each one of our colleagues has made great strides in contributing and enhancing our Health and Safety training and enhancing our safety practices throughout the challenges of Covid.

With the success of introducing accountabilities for further integrating ESG across all our operating practices for all leaders and personnel, the company will continue with this program in 2024. The leadership team will incorporate ESG specific goals, with our progress to be reviewed with our Board annually. We will treat our ESG objectives as we treat all business activities and priorities.

Last year, we ambitiously executed against our ESG pillars:

1. Invest and Enhance in our Communities and Indigenous Affairs

- a. Red Pine participated in Wawa community activities, and provided sponsorships for, Wawa Salmon Derby and the Wawa Hamper Fund. Our goal is to further develop community relations.
- b. Continue to further our understanding of our First Nation neighbours by working with Michipicoten First Nation to provide Cultural and Sensitivity training for our personnel.

2. Increase our Health & Safety Practices and continue to enable Diversity in our Workforce

- a. This past year we conducted 33 Health and Safety training sessions with our personnel Safety, with over 223 total hours of employee training.
- b. Our efforts to recruit a diverse workforce have resulted in 10 women in professional positions, representing 71% of our professional workforce.

3. Environmental Impact

- a. Our commitment to reduce an environmental impact, where we have not tracked information before, has resulted in the creating a new clean equipment policy to mitigate invasive species and updating our spill response plan at our Wawa Gold Property
- b. Management of water, waste, and our operational footprint, including monitor/remediation of water erosion from exploration drilling activities, on site metal and battery recycling and reviewing the use of renewable energy such as Hydro power at our Wawa Gold Property.

4. Governance and Transparency

- a. Our investors have encouraged us to provide ESG reporting, governance policies and disclosure. We believe we our continued commitment to ESG will better position our company for long-term sustainability and build shareholder value.

We will continue to be transparent in our organization with our communities and stakeholders. Sustainability is central not only to our purpose, but also our growth agenda. It's something we've integrated into our business and our strategy as we believe it makes us a stronger, more resilient company.

Thank you for your interest in our ESG commitment.

Sincerely,



Quentin D. Yarie, CEO
Red Pine Exploration Inc.