



CEO ESG letter

It is our great pleasure to present our 2024 ESG Report. Our team is unified in our purpose to leave behind a legacy that is centred on sustainability, and which encompasses our broader community and Indigenous groups.

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. While sustainability is fundamental to our operations, our most important value is safety. We continuously strive to enhance safety, and we are steadfast in our commitment to uphold and prioritize our safety culture.

In 2025. We will further integrate ESG across all our operating practices for all leaders and personnel. 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. Increase our Health & Safety Practices and continue to enable Diversity in our Workforce

- a. Continued to train all new staff in Red Pine Training alongside XRF Training sessions and updates.
- b. Our efforts to recruit a diverse workforce have resulted in \ our total direct employees being split equally 50% men and 50% women in 2024.

2. 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 and geology education lessons to local schools. Our goal is to further develop community relations.
- b. Continue to further our understanding of our First Nation neighbours by assisting and participating with Michipicoten First Nation for there 2024 Youth and Elders Gathering.
- c. Provide regular updates to our nearby communities and hire local staff when possible. Proactive communication with residents and community groups resulted in zero grievances.

3. Environmental Impact

- a. In 2024, we introduced several initiatives to enhance our environmental management. These included reducing our reliance on diesel generators for operations by 50% through optimization with the resulting reduction in GHG emissions.
- b. A review of wastewater management started in 2024 and will continue in 2024 to determine if there are any practical ways to reduce the wastewater from exploration activities on site.

4. Governance and Transparency

- a. We are committed to earning your trust through transparency, integrity, and responsiveness. Our recent growth in mineral resources highlights that the Wawa Gold Project now has potential as an open and underground mine and this development marks a new growth phase for the Company. Looking ahead, we are focused on optimizing our asset and stewarding our ore body responsibly. This requires a conscientious approach to exploration that ensures we respect both the people and the lands around us.
- b. 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.
- c. We have recently updated all Board Policies and internal governance practices.

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,

A handwritten signature in blue ink, appearing to read 'Michael Michaud', is placed over a light blue rectangular background.

Michael Michaud, President and CEO
Red Pine Exploration Inc.