



April 3, 2020

Hello Eagle Team,

I wanted to take some time today to personally thank each of you for all the efforts I have seen put forward in the last couple of weeks.

I know this new reality raises continual concerns and brings its share of daily challenges, both at work and at home, which is why I am most grateful for your cooperation.

Now more than ever, the safety of our communities and employees remains our top priority during this evolving pandemic. Through all of this, I continue to encourage everyone to work together and take part in what Eagle River is doing to reduce the spread of COVID-19.

As a reminder, we have implemented several measures to reduce health risks. Fortunately, these and other protocols have been effective:

- A very key health measure is our dedication to social distancing which we have taken on as a common practice in our day to day activities at Eagle. In order to create more personal space, we have scattered shift schedules and reduced all group gatherings to meet strict health guidelines. I applaud your ongoing awareness to the 6 feet distancing with each other.
- We have conducted an operational assessment, and we have reduced any Eagle River activities that are not essential, in order to decrease over-crowding and increase social distancing opportunities throughout the site workplace. Thank you for all the efforts in this critical initiative.
- Reducing all unnecessary traffic into Eagle River and its local communities, is important to us. Province-to-province travel is no longer happening. I am appreciative that our team understands the reasons for these travel restrictions at this time.
- Thanks for your ongoing patience as we continue to monitor entries and exits into the mine site. Collectively, you have done an excellent job at assisting us in reducing any at-risk employees from coming to work at Eagle River Complex.
- Employees who have personal health situations (or ones at home), have done a good job at working remotely (when required) or leaving Site (as necessary) in order to preserve the health of all Wesdome employees.
- A mandate for rigorous cleaning procedures and additional cleaning materials available in all Eagle River work places. We cannot stress enough the importance of being



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constantly mindful of our cleaning protocols. I am impressed with how serious each of you are taking this on.

While the whole world is navigating through these difficult times, I am particularly proud of how we at Eagle River Complex, have been able to adjust to the situation as a team.

It is important for me to stress how seriously we value the health and safety of each and every Wesdome employee. We are working diligently every day to ensure we provide support for the mental well-being of all our people and their families.

Please continue to keep up the good work, and do not hesitate to share any opportunity you see to keep improving our daily practices.

Health First!

A handwritten signature in black ink that reads "Duncan Middlemiss". The signature is fluid and cursive, with a prominent initial "D" and a long, sweeping underline.

Duncan Middlemiss
President & CEO