

Canada Nickel Joins Equal by 30 Campaign to Increase Equal Representation, Improve Pay Equity for Women in Mining

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TORONTO, Jan. 6, 2025 - [Canada Nickel Company Inc.](#) ("Canada Nickel" or the "Company") (TSXV: CNC) (OTCQX: CNIKF) will join the federal government's Equal by 30 campaign in an effort to advance and improve career opportunities for women in the Canadian mining industry before the next decade.

The Equal by 30 campaign is a commitment by public and private sector organizations around the world to work towards equal pay, equal leadership, and equal opportunities for women, and other marginalized groups, in the clean energy transition sector by 2030 through the endorsement of principles and concrete action. It is a campaign under the Equality in Energy Transitions Initiative - a joint effort between the Clean Energy Ministerial (CEM) and International Energy Agency (IEA) - which works to accelerate gender equality and diversity in clean energy transitions and close the gender gap by 2030.

"Currently, women only make up 16% of the mining industry. Our team at Canada Nickel wants to change this," said Mark Selby, Canada Nickel CEO. "Our board is 33% women and 32% of our workforce is women, our hope is that as our workforce grows we can continue to strive towards 50% and ensure equitable principles are within both our ethos and policies to guarantee this sustainability."

Recent statistics from the Canadian Mining Workplace Profile state that the representation of women in the Canadian mining workforce remains low at approximately 16 per cent, compared to 48 per cent across all other industries.

As part of its specific commitments related to the campaign to improve best practices in diversity, equity, and inclusion (DEI), Canada Nickel is establishing relationships with local non-profits and stakeholder groups, such as 'Women in Mining', amongst others. Over the next 12-36 months, Canada Nickel will design and implement a phased DEI program, with the goal of increasing gender equality knowledge across its workforce. To ensure fair compensation for women, it will also conduct an annual external market analysis with industry experts to ensure compensation is in alignment with industry best practices. Canada Nickel will also continue to provide comprehensive Workplace Harassment, Violence, and Discrimination Prevention training for all employees, with specialized training for managers to ensure a safe and respectful work environment.

"The Government of Canada supports inclusive and fair work environments for everyone. One area where big steps are being made is in the mining sector, which is the economic backbone of many regions of Canada, including northern Ontario, Newfoundland and Labrador, and the territories. By advocating for equal representation and pay equity for women in mining, Canada Nickel is committing to the full potential of our workforce across the country, and is promoting innovation, economic growth, and opportunities for all in favour of a stronger, more resilient Canadian economy."

- The Honourable Jonathan Wilkinson
Minister of Energy and Natural Resources Canada

You can find more information about the Equal by 30 campaign here.

About Canada Nickel Company

Canada Nickel Company Inc. is advancing the next generation of nickel-sulphide projects to deliver nickel required to feed the high growth electric vehicle and stainless steel markets. Canada Nickel Company has applied in multiple jurisdictions to trademark the terms NetZero Nickel™, NetZero Cobalt™, NetZero

IronTM and is pursuing the development of processes to allow the production of net zero carbon nickel, cobalt, and iron products. Canada Nickel provides investors with leverage to nickel in low political risk jurisdictions. Canada Nickel is currently anchored by its 100% owned flagship Crawford Nickel Sulphide Project in the heart of the prolific Timmins-Cochrane mining camp. For more information, please visit www.canadanickel.com.

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Cautionary Statement Concerning Forward-Looking Statements

This press release contains certain information that may constitute "forward-looking information" under applicable Canadian securities legislation. Forward looking information includes, but is not limited to, the construction of processing facilities, the ability of the Company to deliver nickel required to feed the high growth electric vehicle and stainless-steel markets, and the development of processes to allow the production of net zero carbon nickel, cobalt, and iron products. Readers should not place undue reliance on forward looking statements. Forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause the actual results, performance or achievements of Canada Nickel to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements. There are no assurances that Crawford will be placed into production. Factors that could affect the outcome include, among others: inability to repay the loan or comply with the covenants set out in the loan agreement; the actual results of development activities; project delays; inability to raise the funds necessary to complete development; general business, economic, competitive, political and social uncertainties; future prices of metals or project costs could differ substantially and make any commercialization uneconomic; availability of alternative nickel sources or substitutes; actual nickel recovery; conclusions of economic evaluations; changes in applicable laws; changes in project parameters as plans continue to be refined; accidents, labour disputes, the availability and productivity of skilled labour and other risks of the mining industry; political instability, terrorism, insurrection or war; delays in obtaining governmental approvals, necessary permitting or in the completion of development or construction activities; mineral resource estimates relating to Crawford could prove to be inaccurate for any reason whatsoever; additional but currently unforeseen work may be required to advance to the feasibility stage; and even if Crawford goes into production, there is no assurance that operations will be profitable. Although Canada Nickel has attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in forward-looking statements, there may be other factors that cause actions, events or results to differ from those anticipated, estimated or intended. Forward-looking statements contained herein are made as of the date of this news release and Canada Nickel disclaims any obligation to update any forward looking statements, whether as a result of new information, future events or results or otherwise, except as required by applicable securities laws. Neither TSX Venture Exchange nor its Regulation Services Provider (as that term is defined in policies of the TSX Venture Exchange) accepts responsibility for the adequacy or accuracy of this release.

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