



SUSTAINABILITY REPORT 2020

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This 2020 Sustainability Report covers the period January 1 to December 31, 2020. All funds are in Canadian dollars.



Message from our CEO

From day one, we have believed that sustainable and responsible natural resource development has the power to create prosperity and opportunity for multiple generations. Our guiding principle and our approach – to create as much positivity for as many people as possible.

Momentum continues to build across the world for clean energy solutions and NexGen will be a major contributor to this global movement having built sustainable economic, social and environmental benefits in the communities where we operate.

NexGen is driven by our vision of delivering the clean energy fuel of the future, and guided by our values of honesty, respect, accountability and resilience. Our vision and values have served as the foundation for who we are, and how we've operated since our inception. And while our sustainability initiatives have always been a key driver across our operations, we're proud to be formalizing our commitments in this inaugural report.

As NexGen advances the **Rook I Project** through Environmental Assessment, engineering, construction, production and eventual closure, we are committed to the responsibility in front of us. A world leading production profile with elite environmental performance and social stewardship. It is incumbent on every member of the NexGen team and our service providers to demonstrate this every day in our decision making and conduct.

We value the interests and aspirations of the communities where we operate, and incorporate meaningful collaboration. Indigenous and stakeholder engagement has been a constant in our development and is a priority throughout the entire life cycle of our projects, with a focus on culture, education, health and wellness, and economic capacity building. We will constantly create the conditions for the most positive impact possible.

NexGen is equally committed to elite environmental performance throughout all phases of the Project lifecycle. We are incorporating best-in-class practices, designs and technologies including the only full Under Ground Tailings Management Facility in Canada, which will allow for continuous reclamation, minimize the surface footprint and reduce decommissioning time.

Recognizing that our people are our strongest asset, we remain steadfast in our commitment to the health and safety of our team members, their families, our partners and the communities where we operate. In a year unlike any other, I am extremely proud of the entire team that has driven our strategies forward responsibly and safely against the backdrop of this global pandemic.

This inaugural Sustainability Report documents our commitment and approach to maximizing value for all stakeholders, with sustainability topics identified as: **Environmental Stewardship, Health & Safety, Reclamation & Continuing Land Use, Regulatory Compliance, and Strong Community & Indigenous Relations.** We look forward to building on the delivery of a robust ESG profile and will prepare our reports in accordance with the Global Reporting Initiative Standards at the appropriate stage of development.

As NexGen continues to advance the Rook I Project, we are steadfast in our commitment to positively impact all of our stakeholders for long term benefits.

**Leigh Cury, President & CEO
NexGen Energy Ltd.**

“NexGen is driven by our vision of delivering the clean energy fuel of the future, and guided by our values of honesty, integrity, accountability and resilience.”

About Us

Delivering
the clean
energy fuel
of the
future

NexGen Energy Ltd. is a Canadian company with a focus on the acquisition, exploration and development of Canadian uranium projects. Guided by the values of honesty, respect, resilience, and accountability, we are collectively driven by the vision of becoming a world-leading uranium producer delivering the clean energy fuel needs of the current and future generations.

NexGen is advancing the world's largest uranium project under development and holds a portfolio of prospective uranium exploration projects in the southwest Athabasca Basin, Saskatchewan, Canada comprised of 209,738 hectares exploration tenements strategically located along the edge of the Athabasca Basin. Our flagship asset is the advanced-stage Rook I Project, host of the 100% owned Arrow Deposit.

NexGen is listed on the Toronto Stock Exchange ("TSX"), the New York Stock Exchange ("NYSE") American, and the Australian Stock Exchange ("ASX") under the ticker NXE and NXG on the ASX with a market capitalization of \$1.3 billion at the end of 2020. Details of the Company's capitalization can be found in the financial statements available on our website (www.nexgenenergy.ca). NexGen is headquartered in Vancouver, British Columbia with a head project office in Saskatoon, Saskatchewan. As a development-stage company, we currently have no operating revenues or marketable products.

Our supply chain is reflective of our current stage of project development and our suppliers are largely consultants and contractors. Consultants are primarily for specialized engineering, permitting and environmental assessment work while contracting is largely for exploration drilling.

NexGen's financial statements consolidate our wholly-owned subsidiaries NXE Energy Royalty Ltd., NXE Energy SW1 Ltd. and NXE Energy SW3 Ltd., as well as IsoEnergy Ltd (in which we hold a 51% stake). As IsoEnergy is a separately listed company with its own board, management and policies, we have excluded it from the discussion and analysis in this report.



Our Vision



Become a world leading uranium producer to help deliver the clean energy needs of the future

Our Values



Honesty

Transparent and clear with self and others; open to giving and receiving feedback



Respect

Treat others in the way we want to be treated and without judgement



Resilience

Agile and entrepreneurial, nimble with the structure to pivot



Accountability

Clear in our expectations; curious and open, we have ownership of our work and execute with excellence.

Our Value Proposition

At NexGen we are transparent.

Supportive and open with each other, we take a high level of responsibility and accountability for our work.

With the courage to do what's right, irrespective of how others do it, we define and set elite standards to positively impact all stakeholders for long-term benefits.



We are members of the following organizations:



Our Approach

A relationship with all of our stakeholders built on honesty and integrity is key to the success of our business and a foundational element to achieve our long-term sustainability goals. With a focus on maximizing value to all stakeholders, we leverage our strong portfolio of projects to deliver generational benefits for Canada and the global environment. We set and maintain elite standards in all of our planning and execution, challenging the norm with a focus on doing what's right as opposed to simply doing what's been done before. Combining innovation with low technical risk, we continually evaluate and optimize across all areas of the business.

Maximizing value to all stakeholders and creating as much positivity as possible.

Our People

A resilient and accountable team whose individual talents result in collective excellence.

NexGen has a dynamic diverse workforce that is united in our shared vision of a clean energy future for the world.

We value and encourage fresh thinking combined with entrepreneurial drive to generate an agile approach within our fluid business environment. Our experienced uranium and mining industry professionals are committed to optimizing the safe advancement of our organizational and project objectives to contribute meaningfully across all areas of our business.

Diverse perspectives enhance our organizational strength, problem solving ability and opportunity for innovation. Diversity includes but is not limited to characteristics such as gender, geographical representation, education, experience, ethnicity, age and disability. The Nomination & Governance Committee of the Board of Directors ensures that the NexGen annual proxy circular informs shareholders and other stakeholders about the implementation of our gender diversity.



Luke Moger, P.Eng, PMP
Vice President
– Environment,
Permitting & Licensing

Luke is responsible for leading NexGen through the rigorous regulatory permitting and licensing processes for the Rook I Project. He is a professional engineer with mining experience spanning field-level technical support through to leading major permitting and infrastructure projects, Indigenous partnership agreements, and active management of large remote mining operations. He has previously served as Assistant General Manager and Operations Manager for the Red Chris Mine and Operations Manager for Imperial Metals Corporation.

At NexGen, Luke manages a multi-disciplinary team who are collectively advancing NexGen's integrated approach to the regulatory process. This work is founded on NexGen's values-based, lifecycle approach to the advancement of the Rook I Project, shaped by meaningful Indigenous and stakeholder engagement, and informed by consistent and transparent discussion with our experienced regulatory partners. Luke and team are driven by continuing to demonstrate NexGen's commitment and capability in developing the Rook I Project in a safe and environmentally responsible manner.



Kristie Bonstrom
Geoscience Lead,
Rook I Project

Kristie works at NexGen's Saskatoon office as Geoscience Lead for the Rook I Project. She manages technical work scopes that relate to mine waste and water management and is currently coordinating aspects of modelling and assessment work and regulatory engagement activities being conducted for the Environmental Assessment of the Rook I Project. Another area Kristie is leading is the early establishment of an Environmental Excellence team to support NexGen's approach of developing and maintaining elite environmental standards.

Kristie's technical background is in unsaturated zone hydrology and she has managed numerous cover system and landform design programs for mine waste facility closure plans throughout Asia-Pacific and Canada. In addition, she has managed several surface water balance performance monitoring system design, installation and monitoring programs. Prior to joining NexGen Kristie held the role of Operations Manager for a niche consultancy in Canada and Australia, ensuring quality control, project management core process development and compliance across technical projects relating to mine waste management and mine closure.



Rick Shiels
Project Services Director,
Rook I Project

Rick is the Project Services Director for the Rook I Project, and he is based in NexGen's Saskatoon office. Rick's role includes overseeing the project control, procurement, contract, and risk management aspects of the Rook I Project. Leaning on his rich background in green field mining projects, a key focus of his role is the development and implementation of project systems and tools to drive the successful delivery of the Rook I Project.

Rick's experience includes delivering brown field and green field mining projects throughout Canada and the United States. Prior to joining NexGen, Rick held the role of Project Services Manager on a large green field mining project in Arizona. Rick is very excited to have an opportunity to return home to Saskatchewan to bring his mining project expertise to the Rook I project.



Jamie Gailey
NexGen Camp Foreman

Born and raised in the town of La Loche Jamie is an active member of the community. Often times he volunteers with the local cultural camp where he passes down traditional knowledge to the younger generations.

His career in the uranium mining sector has spanned over 18 years where he has specialized as a Journeyman Heavy Duty Mechanic.

Jamie is also an avid entrepreneur where he operates an expediting company as well as being co-owner of an Outfitting company.

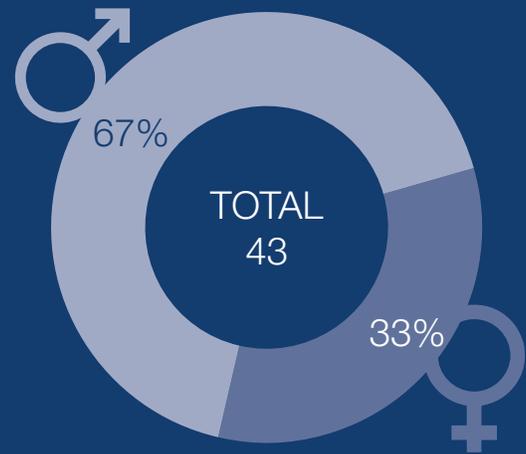
In his spare time you can find Jamie enjoying the great outdoors where he loves to hunt, fish and trap.

Our commitment to a respectful workplace

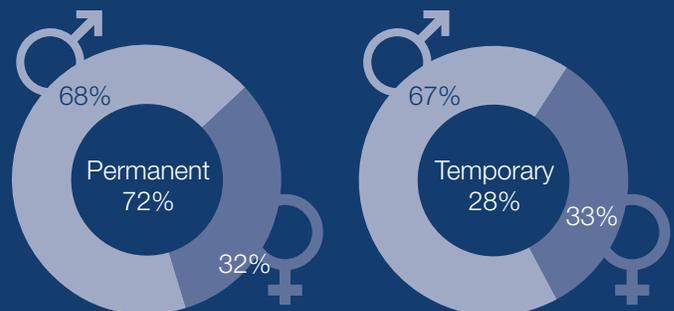
Our **Respectful Workplace Policy** is reviewed with all employees and reflects our commitment to ensuring that all people are treated with dignity and respect. While all employees share a responsibility for promoting and maintaining a harassment- and violence-free workplace, we incorporate the responsibility for ensuring that our managerial practices comply with occupational health and safety and human rights legislation. As we continue to evolve and grow, we conduct annual training on our **Respectful Workplace Policy** as well as our **Code of Ethics and Whistleblower Policy**.

Our **Respectful Workplace Policy** promotes a harassment- and violence-free workplace.

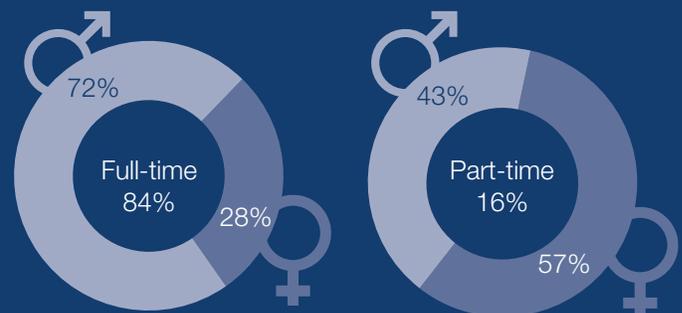
Employees by gender



Employees by contract type



Employees by employment type

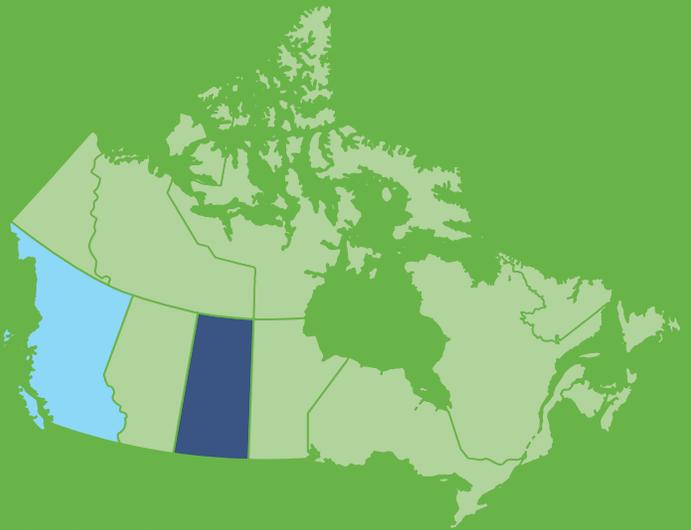


♂ Male ♀ Female

Note: Employees include independent contractors.



Employees by region



Saskatchewan



British Columbia



Canada – other



53% of employees are from the province of Saskatchewan.

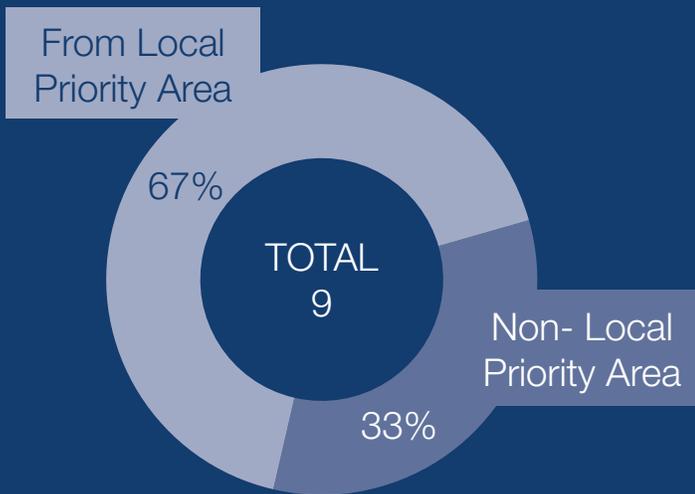
67% of employees are from the Local Priority Area (LPA) which is defined as the local geographic area comprising those communities in northwestern Saskatchewan primarily affected by the Project. In accordance with our commitment to maximize benefits to all Indigenous peoples and stakeholders, we will continue to optimize hiring from the LPA.

Date range: up to January 25, 2021.

As is common in the mining industry, particularly in development-stage companies, some of our activities were carried out by external contractors. These activities included, amongst other things, exploration drilling and specialized engineering, project development and environmental assessment work. In line with our values of accountability for our work, we strive to maintain an optimal balance of external contractors and employees. We ensure that these integrated teams work collaboratively toward a common purpose.

NexGen focuses on the value of investing in our employees. We encourage and support training for upgrading of skills, and as the Company grows, implement formalized policies to support meaningful career development for our growing workforce.

Rook I – Site Employees



Rook I Project

Our principal asset, the development-stage Rook I Project, consists of thirty-two (32) contiguous mineral claims totaling 35,065 hectares.

The Project will be a significant supplier of uranium to help meet growing global demand for electricity from clean, low-carbon sources such as nuclear power.

Results of the Rook I Feasibility Study were released in February 2021. Based on Probable Mineral Reserves defined by that study, the Rook I Project is expected to produce an average of 22 million pounds of U3O8 per year in the form of a yellowcake product for at least 11 years. The Arrow Deposit Mineral Resource estimate includes Measured Mineral Resources – the highest level of confidence determination within Mineral Resources – of 209.6 M lbs of U3O8 contained in 2,183 kt grading 4.35% U3O8, Indicated Mineral Resources of 47.1 M lbs of U3O8 contained in 1,572 kt grading 1.36% U3O8, and Inferred Mineral Resources of 80.7 M lbs of U3O8 contained in 4,399 kt grading 0.83% U3O8. The 2019 Rook I Project Description, considers a global resource that could support a mine life of up to 24 years.

The Project includes an underground mine, a surface mill and ancillary facilities, and an Underground Tailings Management Facility (UGTMF). The current footprint comprises an exploration camp located adjacent to the proposed Rook I Project development site and drill pads.

NexGen is in the process of concluding the final stages of a 7-year technical and environmental assessment process. The Project advanced through a Preliminary Economic Assessment (“PEA”) in 2017, a Pre-feasibility Study (“PFS”) in 2018 and a Feasibility Study (“FS”) in 2021. Our Environmental Assessment work is ongoing, with the majority of material requirements 100% complete, and remaining items approaching 100%. We anticipate finalizing the Rook I Environmental Impact Statement and license applications in early 2022.

Environmentally
Elite.
Multigenerational.
Low Cost.



An aerial photograph of a lush green forest with a winding river or stream cutting through it. The water is a light blue-grey color, reflecting the sky. The trees are dense and vibrant green. The overall scene is peaceful and natural.

How We Are Governed

“We’re proud to be setting new standards of environmental and social stewardship, and incorporating the importance of elite environmental management. We have worked closely for many years with the communities, regulators and stakeholders to ensure that we are always operating at the highest of standards.”

Leigh Curyer
Founder, CEO and Director



Collaboration for strong leadership and solid corporate structure

NexGen's corporate governance structure is comprised of our board and its committees, and our executive management team. The Chief Executive Officer is responsible for leading the Company in meeting its short-term operational and long-term strategic goals, and reports to the Board on a regular basis on NexGen's progress towards our goals. Our practices meet or exceed all applicable Canadian requirements, and are described in our Management Information Circular, which is available under our profile on SEDAR at sedar.com. National Instrument 58-101 – Disclosure of Corporate Governance Practices requires that we annually disclose our corporate governance practices with reference to a series of practices outlined in National Policy 58-201 – Corporate Governance Guidelines.

Our Board of Directors

The Board of Directors (Board) is responsible for the overall responsible stewardship of the Company. The Board delegates certain responsibilities to the following four committees: (i) Audit Committee, (ii) Compensation Committee, (iii) Nomination and Governance Committee and (iv) Sustainability Committee. The Board has adopted a written charter for each committee, and from time to time appoints ad hoc committees to assist in specific matters. Specific mandates are delegated to these ad hoc committees if and when they are established.

Our Sustainability Committee

The mandate of the Sustainability Committee is to review and monitor the environmental, corporate social responsibility, and health and safety practices and policies of NexGen. Periodic reviews are conducted, and guidance is provided to management to ensure that the Company is operating within the appropriate guidelines. The Sustainability Committee assesses the effectiveness of the Company's policies, systems and standards for achieving compliance with

appropriate laws, legislation, industry standards, and our Company's objectives. It ensures that the principal risks and opportunities related to environmental, corporate social responsibility, and health and safety are identified by management, and that sufficient resources are allocated by management to address them.

Our commitment to high ethical standards

As part of its responsibility for the stewardship of the Company, the Board fosters a culture of ethical conduct through focused oversight, ensuring we are always meeting high business and moral standards and applicable legal and financial requirements. The Board has formalized this in its [Code of Ethics](#), a copy of which is available under our profile on SEDAR at www.sedar.com and on our website at www.nexgenenergy.ca.

The Company's Corporate Secretary is responsible for communicating the Code of Ethics to directors, officers and employees. The Chief Financial Officer reports any alleged breaches of the Code of Ethics to the Audit Committee, with the Audit Committee being responsible for monitoring overall compliance. Any issues or concerns that have been raised are then reported to the Board at regular quarterly meetings.

Our commitment to transparency and accountability

NexGen focuses on a workplace where employees feel safe to raise concerns for review and investigations at all times. A Whistleblower Policy has been adopted so that any employee, consultant, contractor or agent of the Company may submit confidential or anonymous concerns without fear of dismissal or retaliation of any kind. Such concerns may be any matter which in the reasonable and objective view of the complainant is illegal, unethical, contrary to the policies of the Company or in some other manner not right or proper. Claims may be made directly to the Chair of the Audit Committee where a highly rigorous, fair and objective process will be undertaken.

Indigenous and Stakeholder Groups



Indigenous and other stakeholder groups were identified based on our collective experience gained through our early community and Indigenous engagement, Environmental Assessment baseline work, and internal workshops.

Stakeholders

Employees

People within Local Priority Area

Shareholders

Federal & Provincial Government

Local & Provincial Service Providers

Citizens of Saskatchewan & Canada

Nuclear Power Industry

Global Mining Community

NexGen has conducted an engagement plan specific to the Project and the Environmental Assessment process.

Engagement with local and Indigenous communities, residents, businesses, organizations, land users and the various regulatory authorities is foundational to the responsible development of our projects. Since beginning exploration in 2013, we have:

- undertaken to meet regularly with identified Indigenous peoples and stakeholders to discuss and provide updates on activities at the site;
- become involved in initiatives and activities in the local communities, and;
- provided opportunities directly to local residents and businesses.

NexGen has been recognized for our involvement in community outreach initiatives by the **Prospectors and Developers Association of Canada (PDAC) with the 2019 Environment and Social Responsibility Award**. These outreach initiatives have focused on youth and relate to education, health and wellness, and fostering economic capacity.

NexGen's consistent approach to meaningful engagement represents an extension of activities that have been conducted to date and takes into consideration guidance provided by both Provincial and Federal governments. We have demonstrated and are committed to listening to communities and responding appropriately.

As we proceed through the regulatory process and advance development of our projects, engagement activities will evolve as necessary to ensure the inclusion of applicable Indigenous peoples and stakeholders in a manner that provides the opportunity for effective information exchange and dialogue specific to each stage of the project.

December 2019, NexGen marked a key milestone in the Environmental Assessment process for the Rook I Project by entering into **Study Agreements** with four Indigenous communities within the project area: Clearwater River Dene Nation, Métis Nation – Saskatchewan (MN-S) including as on behalf of the Locals of MN-S Northern Region II, Birch Narrows Dene Nation, and Buffalo River Dene Nation.

NexGen and the communities have engaged through **Joint Working Groups (JWGs)** to support the inclusion of each community's Indigenous knowledge throughout the Environmental Assessment process, also incorporating the Traditional Land Use Studies that are undertaken by each of the respective communities. NexGen provides funding for each community's continued participation in the Environmental Assessment process.

In accordance with Canadian Nuclear Safety Commission and Provincial requirements, NexGen has prepared an Indigenous Engagement Report (**NexGen 2019**) which provides further detail on engagement activities and plans as it relates to the Rook I Project.



Key Topics by Stakeholder

Key Topic	Stakeholder	Our Response
Environmental stewardship	Local Priority Area, Employees, Federal and Provincial Governments	See Environmental Stewardship
Health & safety	Employees, Local Priority Area, Federal and Provincial Governments, Nuclear Power Industry, Global Mining Community	See Health & Safety
Reclamation and ongoing land use	Local Priority Area	See Reclamation and Ongoing Land Use
Regulatory compliance	Federal and Provincial Governments, Shareholders	See Regulatory Compliance
Transparency	Shareholders, Local Priority Area, Employees, Citizens of Saskatchewan and Canada	See Our Approach , How We Are Governed , Indigenous and Stakeholder Groups , Regulatory Compliance and Strong Community and Indigenous Relations
Effective risk management	Shareholders, Local Priority Area	See How We Are Governed

Key Topic	Stakeholder	Our Response
De-risked project with commitment to ESG	Shareholders, Employees	See Message from our CEO , How We Are Governed , Environmental Stewardship , Health & Safety , Reclamation and Ongoing Land Use , Regulatory Compliance and Strong Community and Indigenous Relations
Responsible economic development	Federal and Provincial Governments	See Our Approach , Indigenous and Stakeholder Groups , and Strong Community and Indigenous Relations
Strong community and Indigenous relations	Federal and Provincial Governments, Local Priority Area, Employees	See Strong Community and Indigenous Relations
Sustainable economic opportunities	Local Priority Area, Citizens of SK and Canada, Employees, Service Providers	See Our Approach and Strong Community and Indigenous Relations



How We Report on Sustainability

This inaugural Sustainability Report documents our commitment and approach to maximizing value for all stakeholders.

Our vision, values and approach are held by the entire organization and shared with all those we interact with. These principles are applied across the entire organization. Please note, the year 2020, due to the global pandemic, materially reduced site activities from prior years and from what has re-commenced in 2021.

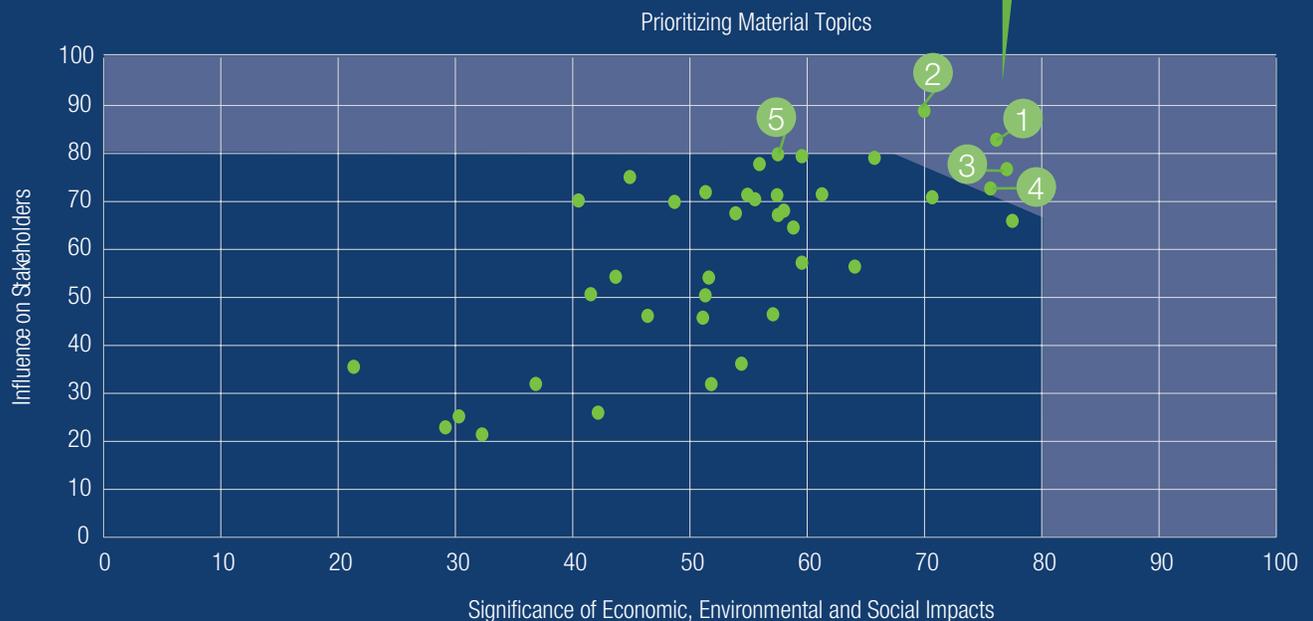
Sustainability Topics

A broad range of environmental, social and governance matters are incorporated into our objective of maximizing value to all stakeholders. To determine our most significant sustainability topics for reporting, we reviewed our Indigenous and stakeholder mapping and engagement, the Global Reporting Initiative's Mining and Metals Sector Disclosures (2013), various Company filings and internal reports. Each of the 39 topics from the resulting list was then prioritized based on two criteria: the significance of its economic, environmental, and social impacts; and its ability to influence our stakeholders. The five most material topics that surfaced were validated by members of the Executive management team and the Sustainability Committee of the Board of Directors.

NexGen Material Topics

1. Environmental Stewardship
2. Health & Safety
3. Reclamation & Continuing Land Use
4. Regulatory Compliance
5. Strong Community & Indigenous Relations

Material Topics include those in upper-right of matrix, or scoring >80 on either axis



1. Environmental Stewardship



Environmental Stewardship is protection of the natural environment through responsible management of land, water and air resources through and beyond all phases of the Project lifecycle (construction, operations, closure and post-closure).

The Environmental Assessment for the Rook I Project will evaluate the potential environmental effects associated with all Project activities, during all its phases. The results of the assessment will be provided in the Environmental Impact Statement. Our assessment, approach and methods are described in the “Rook I Project Description”, the summary of which can be found at www.saskatchewanuranium.ca in English, French, Dene and Cree. A preliminary screening level review of the Project has suggested the following potential environmental effects:

- air quality changes related to emissions generated by the Project;
- groundwater resource changes related to the underground storage of process waste as engineered paste backfill;
- surface water and aquatic environment changes related to water management;
- and terrestrial environment changes related to the Project development area and activities.

As part of the Environmental Assessment, measures to mitigate each potential effect have been studied and incorporated into the proposed design of the Project.

Impacts in Our Current Phase of Development

As NexGen is in the project definition and environmental assessment phase of development, the potential impacts to the environment of our activities have been minor. Our interactions with water are limited to the day-to-day running of our Rook I camp. Minimal volumes of water are drawn from Patterson Lake, with grey and black wastewater being treated in the camp's sewage

Our approach

Recognizing and valuing the importance of protecting and preserving the environment through the project lifecycle and for future generations, NexGen has always been and is committed to:

- exercising responsible stewardship of air, land, and water resources
- applying economically viable best available technology and practices
- keeping all releases and adverse impacts as low as reasonably achievable
- respecting the principle of pollution prevention
- designing and operating for responsible closure
- minimizing the generation of waste
- responsibly managing tailings and waste facilities throughout their lifecycle
- responsibly managing energy use and greenhouse gas emissions
- monitoring and assessing against indicators and targets based on sound science

treatment plant. The sewage treatment plant utilizes a rotating biological contactor (RBC) treatment system, from which water was subsequently discharged to a settling pond. All refuse generated at the Rook I site (including garbage, spent fuels and oils) is removed on a regular basis and transported to certified off-site facilities; used oil and scrap steel are diverted to an industrial recycling program.

Looking Forward

In our commitment to environmental stewardship, NexGen has incorporated a number of design features in our Rook I Project providing industry-leading environmental performance. This approach and its concepts have received positive feedback from Indigenous communities and organizations such as the Northern Saskatchewan Environmental Quality Committee. These include:

- the design to permanently store all tailings from the Project underground in mined-out stopes and a purpose-built underground tailings management facility;
- the selection of a strong acid strip metallurgical process to eliminate ammonia from the processing facility, removing ammonia as a constituent of potential concern in treated effluent;
- the design and configuration of surface infrastructure to optimize water management, reduce freshwater consumption, optimize water treatment and minimize the surface footprint of activities.

All contact water from the mine, mill and contained facilities, and waste rock storage areas will be collected. Collected contact water will be monitored and treated through a conventional water treatment system, as required, prior to release.

The design of the wastewater treatment plant is based on a proven, two-stage chemical treatment process that has been validated for use considering site-specific conditions and the receiving environment. Treated water will be subject to rigorous testing to ensure water quality meets all requirements before being released to the environment, and water will not be released unless water quality requirements are met.

All potential environmental effects undergo a detailed assessment during the Environmental Assessment to understand the potential short- and long-term impacts and to identify mitigation measures to minimize or eliminate impacts identified. In addition, the Environmental Assessment will identify monitoring programs to verify environmental assessment predictions and to evaluate the environmental response in relation to the Project activities.

In considering designs for the Rook I Project, we have applied the Precautionary Principle as outlined in the United Nations' Principle 15 of the Rio Declaration on Environment and Development.



2. Health & Safety

Protecting the health, safety and well-being of employees, contractors and communities by ensuring a safe and healthy workplace and work conditions.

Mineral exploration and development can be a hazardous work environment and the human and economic costs of worker injuries and ill-health can be significant. NexGen has always operated at the highest safety standards.

Current Work

The occupational health and safety management system for Rook I covers all employees and contractors and adheres to various regulations stemming from *The Saskatchewan Employment Act*, particularly *The Occupational Health and Safety Regulations*. In accordance with the latter, NexGen has a joint Occupational Health and Safety Committee (OHC) for the Rook I site. A minimum of 50% of the OHC members must be employees not involved in management and are selected by the workers. NexGen has a duty to consult and cooperate with the OHC to resolve concerns on matters of health, safety and welfare at work.

Hazard identification, risk assessment and the hierarchy of controls are the starting points of all preventive efforts in an effective health and safety program. *Our Hazard Assessment Policy* employs field-level risk assessments, pre-job hazard assessments, pre-project risk assessments and job hazard assessments (which lead to new Safe Work Practices or Safe Job Procedures). Completion and review of various assessments include the participation of workers' representatives from our joint OHC.





Our approach

NexGen's guiding principle is that worker injuries and ill-health are preventable and we are dedicated to achieving Zero Harm across the organization. The health, safety and well-being of our employees and contractors is of paramount importance and guides our decisions and actions. We are committed to providing a safe, healthy workplace for the prevention of work-related injury and ill-health through:

- a strong safety culture which is periodically assessed and continually improved
- identifying, assessing, managing, and eliminating (where possible) hazards and risks
- managing hazards to ensure exposure is as low as reasonably achievable
- ensuring that workers have the knowledge, skills and tools to safely perform their duties
- respecting workers' rights while establishing personal accountability for safety on the part of each individual
- actively promoting and supporting our partners in building their capacity to be safe
- protecting public health and safety by actively promoting health and safety at home

NexGen implemented an occupational health and safety management system with these objectives in mind and will continue to assess, modify and build on it as required.



Safety Statistics

Saskatoon Operations
Office and Rook I
Project Site, 2020¹



1. Includes employees and contractors.

2. Total Recordable Injury Rate is based on 200,000 hours worked.

COVID-19 Pandemic

The health and safety of our employees and their families, our partners, and the communities where we operate is our top priority. With the unprecedented circumstances that COVID 19 presented, we worked closely with local health authorities, and focused heavily on;

- the conditions to perform work safely at site, in the Saskatoon and Vancouver offices;
- strict protocols to limit the risk of personnel being exposed to COVID 19;
- strict protocols and initiatives to limit the risk of exposure of COVID 19 to local northern communities.

Over the course of 2020, NexGen reported a single positive case in the Saskatchewan office that was contracted outside the workplace. All appropriate provincial health protocols were followed, including all staff working from home while the individual self-isolated for 14 days and only returned to work after testing negative for COVID-19.

NexGen adheres to strict pandemic protocols which are in accordance with Saskatchewan Health Authority guidance. All employees from communities neighbouring the Rook I camp were off site on secondment in order to prevent any contact with others at the Rook I site from outside the LPA.

3. Reclamation And Ongoing Land Use

Reclamation and Ongoing Land Use is responsible and progressive reclamation of the site, facilitating ongoing use of the land post-decommissioning.

The Environmental Assessment process at Rook I includes studying the potential short- and long-term impacts of the Project on the air, aquatic, terrestrial, and socio-economic environment.

Current Work

Incorporated into environmental monitoring at the Rook I Project, NexGen undertakes ongoing reclamation throughout the property. These areas include drill pads, access trails and sumps cleared at the Arrow deposit, as well as drill pads cleared regionally throughout the Rook I property. All reclaimed sites continue to be assessed to ensure reclamation activities are aligned with the guidelines outlined in section BMP-013 of the *Mineral Exploration Guidelines for Saskatchewan, 2012*. Internal procedures in line with these best management practices inform site activities.





Our approach

NexGen is committed to responsibly managing tailings and waste facilities throughout their lifecycle. The Project is designed with closure in mind and opportunities for progressive reclamation and decommissioning will be explored and implemented.

In line with this approach to reclamation and ongoing land use, NexGen adheres to the following:

- Long-term protection of human health and the environment
- End state project conditions that meet designated land use objectives
- Sites suitable for recreational and traditional land uses

Planning for the Future

NexGen's planning incorporates the full lifecycle of our projects. Upon completion of mining and milling, projects will be decommissioned and reclaimed in accordance with a Detailed Decommissioning Plan (approved by both the Saskatchewan Ministry of Environment and the Canadian Nuclear Safety Commission) that includes a thorough assessment of various decommissioning strategies and criteria. We anticipate that sites will be contoured and revegetated, with monitoring to be undertaken to verify that protection of land, water, air, wildlife, and human health is maintained long term. Following decommissioning, it is envisioned that sites will be returned to a state suitable for recreational and traditional land uses.

For the Rook I Project, Indigenous and stakeholder engagement on decommissioning and end state objectives is ongoing. The end state objectives will continue to consider and be informed by the concerns and preferences of community, regulatory and corporate stakeholders.

After a comprehensive review and analysis of tailings management for the Rook I Project, NexGen is proposing the industry-leading practices of storing tailings underground in both mined-out stopes and a purpose-built Underground Tailings Management Facility (UGTMF). Unique to the Rook I Project, this design practice employs the highest degree of environmental performance and safety, and advances progressive reclamation. The proposed UGTMF will be constructed in stable and strong basement rock, approximately 385 metres below surface in an area without uranium mineralization. The UGTMF will consist of chambers that will be filled with processed tailings delivered underground and placed permanently for storage. Underground tailings storage results in numerous environmental benefits by:

- Minimizing surface footprint of operations;
- Avoiding long-term management of surface tailings storage facility;
- Undertaking progressive decommissioning during mining operations, reducing the time required to decommission the site once operations are complete.

4. Regulatory Compliance

Regulatory Compliance is legal and ethical execution – in compliance with applicable statutes and regulations – through all phases of the project lifecycle (construction, operations, closure and post-closure).

The Canadian uranium industry operates in a highly regulated environment. All NexGen stakeholders rightfully expect strict regulatory compliance from exploration to mining and processing through to marketing and delivery to customers.

Our approach

Our *Code of Ethics* (see section on *Governance*) requires that we carry out our business in accordance with high business and moral standards. All personnel must always comply with the law and relevant rules and regulations. Any violation of the code can result in disciplinary action, including dismissal.

In addition to the Environmental Assessment and licensing approvals, development of the Rook I Project will be subject to a number of other Acts and Regulations. Additional permits and approvals will be required at various stages from applicable federal and provincial ministries and agencies. We have identified 39 acts and 71 accompanying sets of regulations potentially applicable to the Project and to which we will comply.

Effective 2021, all employees will receive annual training on our *Code of Ethics* and *Whistleblower Policy*. We had no confirmed cases of corruption and there were no significant incidents of non-compliance with environmental laws and regulations in 2020.

In accordance with the Canadian Extractive Sector Transparency Measures Act (ESTMA), NexGen reports all payments to governments and Indigenous groups. This includes taxes, royalties, fees and other payments. Copies of our ESTMA filings can be found on our [website](#).





5. Strong Community & Indigenous Relations

Fostering trusting relationships through proactive engagement and respect for the rights and values of communities; facilitating collaboration in order to maximize positive impacts of the Project.

NexGen's objective is to maximize value to all stakeholders and Indigenous peoples and create as much positivity as possible – socially, economically, and environmentally. For the Rook I Project, this is particularly true for local communities and Indigenous peoples within the LPA. Strong community and Indigenous relations is a critical component of our social license to operate.

Our approach

Acknowledging and valuing the interests and aspirations of those impacted by our projects, we are dedicated to fostering trusting relationships that facilitate collaboration and maximize the benefits of our projects to all stakeholders and Indigenous peoples. We are committed to:

- respecting the diverse cultures and perspectives of those with whom our projects interact
- proactively engaging with local communities (see *Indigenous and Stakeholder Engagement*)
- enhancing our workers' awareness of the history, traditions, and rights of Indigenous peoples
- supporting the economic participation of affected communities
- seeking to provide opportunities resulting in sustainable, lasting benefits to local communities throughout project lifecycles
- providing clear and timely information to those who have a direct interest in our projects

In line with this approach, some of the actions we have already taken to strengthen community relations are detailed in *Investing in Community*.

The Rook I Project is located in Indigenous peoples' traditional territories. Study agreements are in place which provide for formal engagement with the communities to identify potential impacts to Aboriginal and treaty rights and socio-economic interests, and to find potential avoidance and accommodation measures in relation to the Project while acknowledging the duty to consult remains with the Crown.

We have a deep respect for Indigenous culture and understand the importance of maintaining it for generations to come. NexGen sponsored and produced the documentary *Dëne Sų́líné – Our People* which explored the Dënesų́líné language in La Loche and the Clearwater River Dene Nation and was recognized by the Cannes Corporate Media & TV Awards with a gold medal in 2020.



Investing In Community

Since 2013, we have been proudly working with the local communities where we operate to help develop meaningful community programs that focus on youth, and are centered around **education, health and wellness, and economic capacity building**.

Programs undertaken to date for Rook I

Public skating and other recreational activities through the La Roche Sports, Recreation and Culture Board



Annual summer mentorship programs involving local students employed at Rook I



Breakfast programs that feed over 1,000 students each school day (in partnership with Breakfast Club of Canada)



Scholarship programs for students pursuing post-secondary education



Youth sports sponsorship for both hockey and volleyball teams



Support for school field trips and culture camps



Dog fostering program through the Meadow Lake Humane Society



\$670,000

Invested in
community
initiatives
and events

Working together in response to COVID 19

2020 was an unprecedented year for our industry, stakeholders, partners and the global community, with the impacts of a global pandemic changing the way corporations, businesses and communities operate and interact.

During the spring of 2020, NexGen moved quickly to implement a **Community Pandemic Response** program to aid the communities of La Loche and Clearwater River Dene Nation ("CRDN") who were heavily impacted with a COVID 19 outbreak that resulted in town closure. NexGen partnered with the local Chief and Community Leaders to mitigate further transmission and risk with the following measures;

- implemented a modified Breakfast Program by working with local school administration, cooks and grocery stores to ensure over 1,000 students continued to receive healthy and nutritious breakfasts during school closures.
- actively supported the community through the funded employment of local Pandemic Coordinators to assist in key efforts in containing the pandemic and community safety coordination.
- partnered with the Saskatchewan Mining Association ("SMA") to ensure residents of La Loche and CRDN had necessary Personal Protection Equipment ("PPE") to reduce the spread of COVID-19.

While the pandemic restrictions required modifications to some programs, in 2020 we invested \$670,000 in initiatives and cultural activities in local communities.



\$960,000

Spent
on LPA¹
Suppliers

Providing local employment opportunities

NexGen strives to use local suppliers as much as practical in order to share economic benefits with local communities and drive economic capacity building. In 2020, we spent \$960,000 on procurement from suppliers in the Rook I Local Priority Area.

We are focused on facilitating entrepreneurs across the Province – and particularly in Saskatchewan’s North – to develop businesses and economic opportunities. Every part of our supply chain is evaluated for opportunities for current sourcing within the local communities as well as for how to develop the capacity to source locally in the future.

1. Local Priority Area (LPA) is the local geographic area comprising those communities in northwestern Saskatchewan primarily affected by the Rook I Project.

Recognition



REGINA & DISTRICT
CHAMBER of COMMERCE
LEAD | EMPOWER | CONNECT

Paragon 2020 Award – Community Involvement



PROSPECTORS &
DEVELOPERS
ASSOCIATION
OF CANADA

2019
Environmental and Social
Responsibility Award

2018
Bill Dennis
Award

Technical Disclosure

The technical information in this report was reviewed and approved by Anthony (Tony) George, P.Eng, NexGen's Chief Project Officer, who is a qualified person under National Instrument 43-101.

SEC Standards

Estimates of mineralization and other technical information included or referenced in the news release was prepared in accordance with NI 43-101. The definitions of Proven and Probable Mineral Reserves used in NI 43-101 differ from the definitions in SEC Industry Guide 7. Under SEC Industry Guide 7 standards, a "final" or "bankable" feasibility study is required to report Reserves, the three-year historical average price is used in any Reserve or cash flow analysis to designate Reserves and the primary environmental analysis or report must be filed with the appropriate governmental authority. As a result, the Reserves reported by the Company in accordance with NI 43-101 may not qualify as "Reserves" under SEC standards. In addition, the terms "Mineral Resource", "Measured Mineral Resource", "Indicated Mineral Resource" and "Inferred Mineral Resource" are defined in and required to be disclosed by NI 43-101; however, these terms are not defined terms under SEC Industry Guide 7 and normally are not permitted to be used in reports and registration statements filed with the SEC. Mineral Resources that are not Mineral Reserves do not have demonstrated economic viability. Investors are cautioned not to assume that any part or all of the mineral deposits in these categories

will ever be converted into Reserves. "Inferred Mineral Resources" have a great amount of uncertainty as to their existence, and great uncertainty as to their economic and legal feasibility. It cannot be assumed that all or any part of an Inferred Mineral Resource will ever be upgraded to a higher category. Under Canadian securities laws, estimates of Inferred Mineral Resources may not form the basis of feasibility or pre-feasibility studies, except in rare cases. Additionally, disclosure of "contained pounds" in a Resource is permitted disclosure under Canadian securities laws; however, the SEC normally only permits issuers to report mineralization that does not constitute "Reserves" by SEC standards as in place tonnage and grade without reference to unit measurements. Accordingly, information contained or referenced in the news release containing descriptions of the Company's mineral deposits may not be comparable to similar information made public by U.S. companies subject to the reporting and disclosure requirements of United States federal securities laws and the rules and regulations thereunder.

Technical Report

A technical report in respect of the Feasibility Study is filed on SEDAR (www.sedar.com) and EDGAR (www.sec.gov/edgar.shtml) within 45 days of the news release providing details of the Rook I Project including the quality assurance program and quality control measures applied and key assumptions, parameters and methods used to estimate the Mineral Resource.



Forward Looking Statements

The information contained herein contains “forward-looking statements” within the meaning of the United States Private Securities Litigation Reform Act of 1995 and “forward-looking information” within the meaning of applicable Canadian securities legislation. “Forward-looking information” includes, but is not limited to, statements with respect to the activities, events or developments that the Company expects or anticipates will or may occur in the future, including, without limitation, the completion of the technical report in support of the PEA. Generally, but not always, forward-looking information and statements can be identified by the use of words such as “plans”, “expects”, “is expected”, “budget”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates”, or “believes” or the negative connotation thereof or variations of such words and phrases or state that certain actions, events or results “may”, “could”, “would”, “might” or “will be taken”, “occur” or “be achieved” or the negative connotation thereof.

Forward-looking information and statements are based on the then current expectations, beliefs, assumptions, estimates and forecasts about NexGen’s business and the industry and markets in which it operates. Forward-looking information and statements are made based upon numerous assumptions, including among others, the results of planned exploration activities are as anticipated, the price of uranium, the cost of planned exploration activities, that financing will be available if and when needed and on reasonable terms, that third party contractors, equipment, supplies and governmental and other approvals required to conduct NexGen’s planned exploration activities will be available on reasonable terms and in a timely manner and that general business and economic conditions will not change in a material adverse manner. Although the assumptions made by the Company in providing forward-looking information or making forward-looking statements are considered reasonable by management at the time, there can be no assurance that such assumptions will prove to be accurate.

Forward-looking information and statements also involve known and unknown risks and uncertainties and other factors, which may cause actual results, performances and achievements of NexGen to differ materially from any projections of results, performances and achievements of NexGen expressed or implied by such forward-looking information or statements, including, among others, negative operating cash flow and dependence on third party financing, uncertainty of the availability of additional financing, the risk that pending assay results will not confirm previously announced preliminary results, imprecision of mineral resource estimates, the appeal of alternate sources of energy and sustained low uranium prices, aboriginal title and consultation issues, exploration risks, reliance upon key management and other personnel, deficiencies in the Company’s title to its properties, uninsurable risks, failure to manage conflicts of interest, failure to obtain or maintain required permits and licenses, changes in laws, regulations and policy, competition for resources and financing, or other approvals, and other factors discussed or referred to in the Company’s Annual Information Form dated March 11, 2020 under “Risk Factors”.

Although the Company has attempted to identify important factors that could cause actual results to differ materially from those contained in the forward-looking information or implied by forward-looking information, there may be other factors that cause results not to be as anticipated, estimated or intended.

There can be no assurance that forward-looking information and statements will prove to be accurate, as actual results and future events could differ materially from those anticipated, estimated or intended. Accordingly, readers should not place undue reliance on forward-looking statements or information. The Company undertakes no obligation to update or reissue forward-looking information as a result of new information or events except as required by applicable securities laws.



Contact

For questions regarding this report, please contact:

Travis McPherson
Senior Vice President, Corporate Development

+1 604 428 4112
sustainability@nxg-energy.ca