



NSG ROADMAP 2025-2027

MESSAGE FROM MANAGEMENT

With optimism for the year ahead, I am pleased to present the Nunavut Service Group Roadmap 2025. This roadmap embodies our commitment to operating responsibly, sustainably, and ethically, while earning the trust of our surrounding communities.

In the document, you will see that one of our primary focuses is on our dedicated and hard-working colleagues. Supporting and developing our people to reach their full potential remains our top priority. Simultaneously, we are committed to maintaining our culture as an employer of choice. We aim to increase Inuit employment targets for our mine sites and to review and implement Inuit employment training programs. Our vision is to enable everyone to realize their full potential.

Another of our mandates will be to prepare the future of the regions in which we operate in Nunavut, as the Meadowbank complex eventually closes, the Meliadine mine works to expand and the Hope Bay mine continues its care and maintenance work and exploration study. NSG is at the heart of all these developments, and we must all work together to enable our projects to unfold as seamlessly as possible. It is thanks to our strategic position that we will be able to coordinate these changes by having a global and complete vision of all the mine sites.

By aligning with these focuses, we ensure our continued prosperity and reinforce our position as industry leaders committed to positive change.

Together, let's continue to achieve great things. Thank you for being the driving force behind our success.



Lonny Syvret,
Director, Nunavut Services - Operations

NSG ROADMAP - 2025 TO 2027

AEM CRITICAL DRIVERS	2025	2026	2027
 PERFORMANCE			
Build Sustainability and Efficiency of our Platform	Implement efficiency / cost reduction initiatives to achieve our 3 year objectives		
	System standardization across our platform		
	Implement stakeholder engagement plan		
	Cost Reduction and Optimization		
	NSG cost optimization; 4% overall reduction	NSG cost optimization	
	Implement 1 cost reduction initiative annually per department		
	Supply chain project portfolio finalization		
 PIPELINE			
Align and focus activities with corporate strategy	Build a Multi-Sector/Expertise Approach to Planning and Executing Projects		
	Nunavut project planning implementation (closure, ELOM, extension, permitting, studies)		
	Build western Canadian business opportunities		
	Hope Bay ORP development*	Hope Bay ORP implementation*	
 PEOPLE			
Develop people to reach their full potential	Development of our People		
	Develop, target & review IDP's, LDP's and succession planning		
Maintain our culture and remain a leading employer	NSG target for Inuit employment + support for other divisions		
	Increase Inuit Employment targets for our Kivalliq sites	Revision/implementation Inuit employment training programs	
	Workforce Engagement		
Execute plans to ensure we have the right people in the right place at the right time	Great Place To Work (GPTW) action plan implementation	GPTW action plan review + implementation	
	Workforce Management		
	Workforce optimization strategy		

*Item related directly to Hope Bay project