

Mount Polley Mining Corporation

May 7, 2018

The Company will amend its comprehensive proposal as follows:

Wage Rates and Sliding Scale Copper Bonus

- Maintain copper bonus cap at 9%; guarantee that no decrease in the copper bonus could reduce the copper bonus to less than 5%.
- No wage increase in year one or two.
- 1.0% increase in year three.

Article 9

- Add union 9.01 proposal, except exclude the lube truck.
- Add union 9.09 proposal ("qualified" to external candidate).

Article 11.05

- Add union proposal (add stepchild).

Article 13

- Discussions will continue post settlement. Failing agreement, either party can forward the remaining issues to binding arbitration.

Temporary Employees and Special Projects

- Amend LOU #3 to add, after "vacation relief": "and other extended leaves-of-absence, as per past practice".
- Add a definition of "special projects" to Article 2 as follows: "The term 'special projects' is defined as projects required by federal or provincial governments, seasonal work, and other projects of a finite nature."