



Perpetua Resources



GS STRATEGY GROUP

PRESENTED BY:

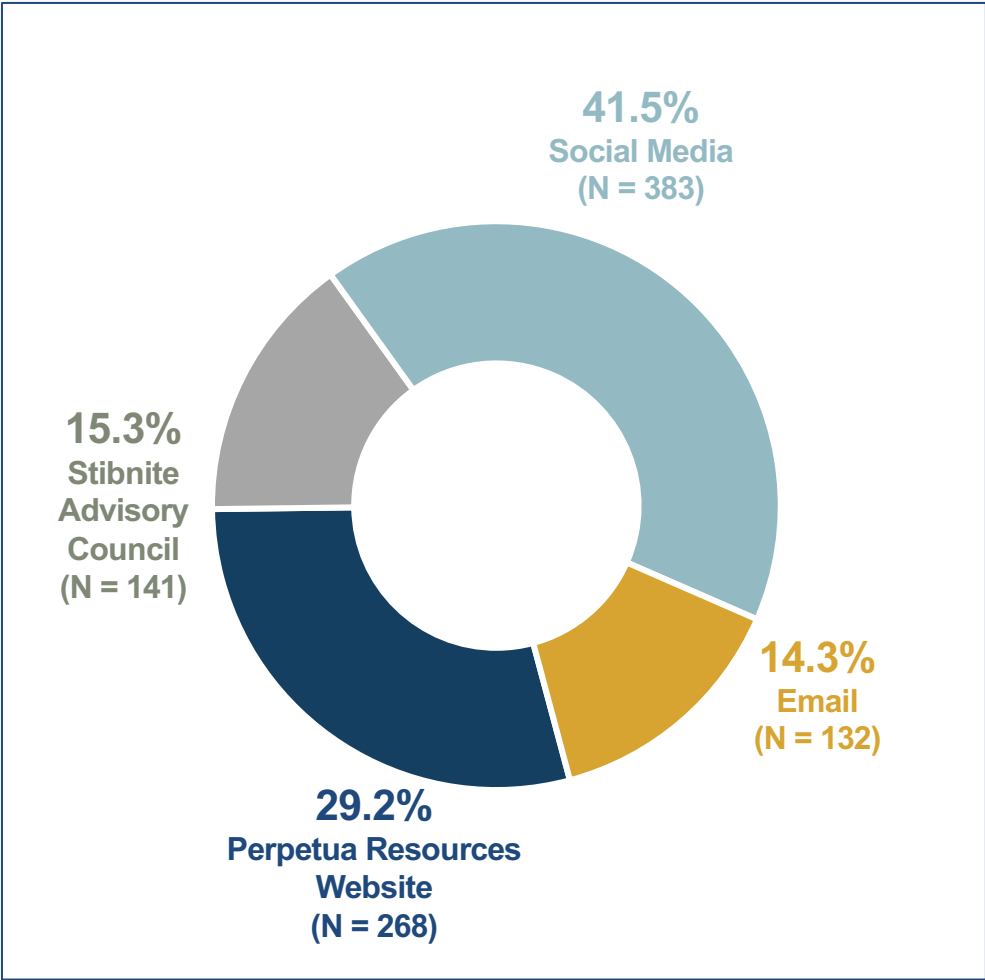
Robert Jones, Partner

PROJECT DETAILS

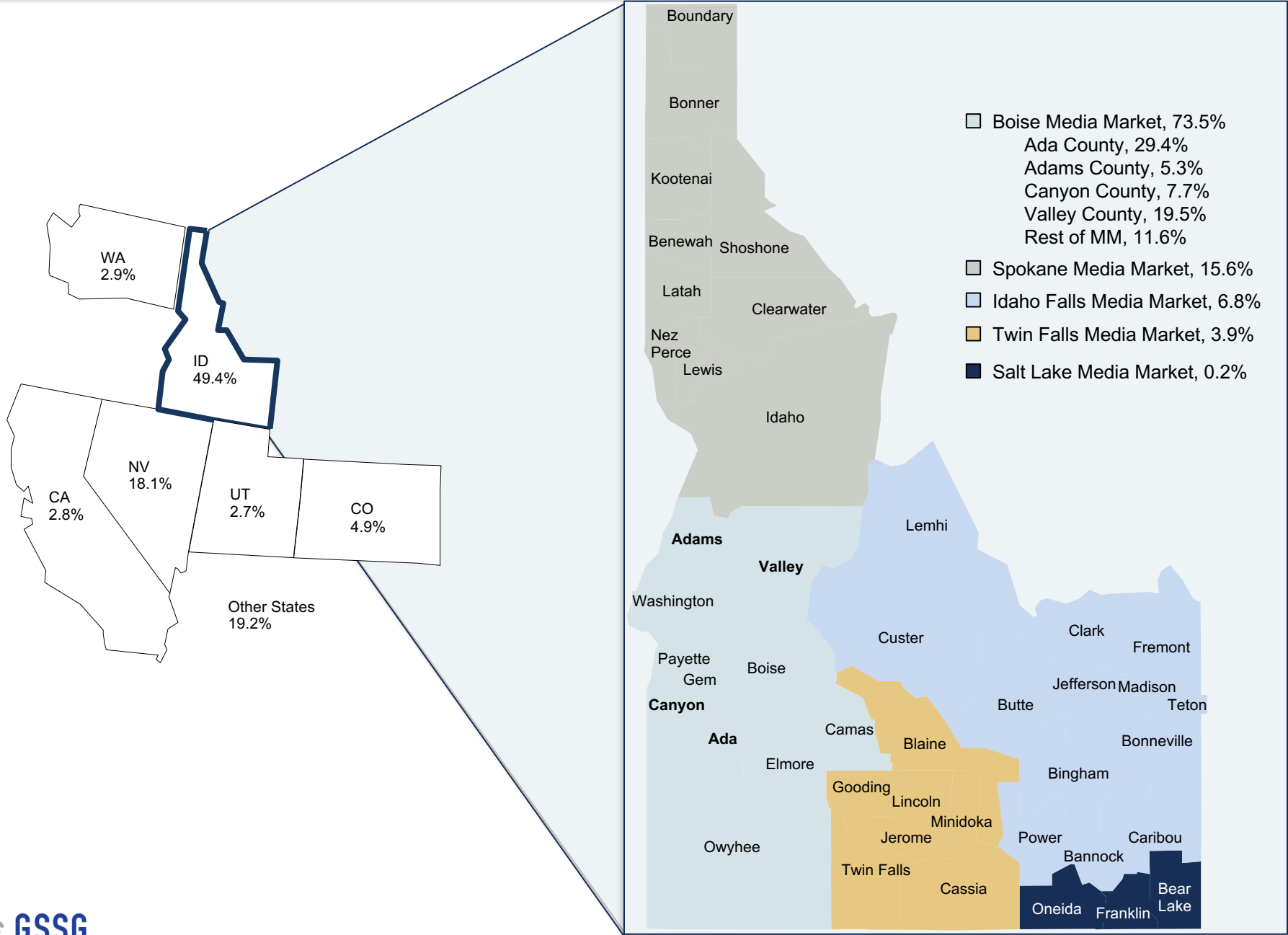
Conducted March 11, 2020 – Ongoing

N = 924 Respondents as of January 22, 2024

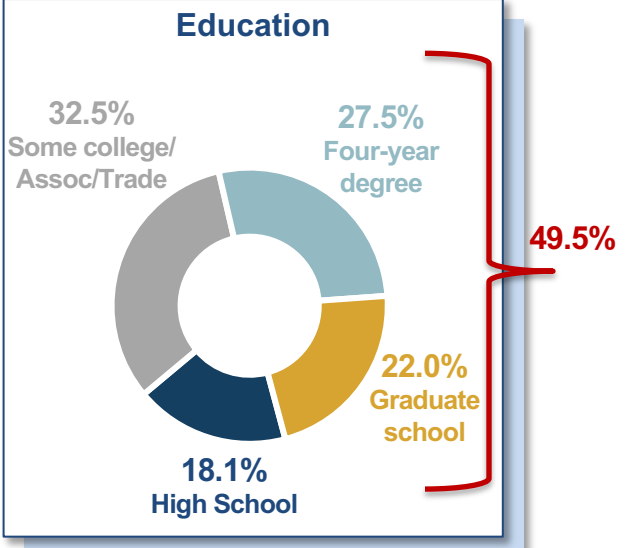
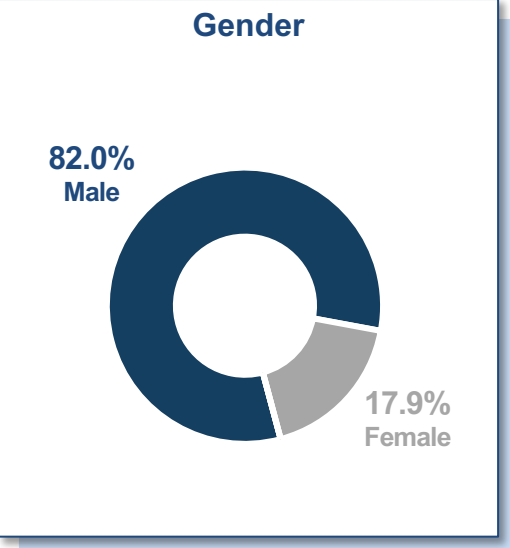
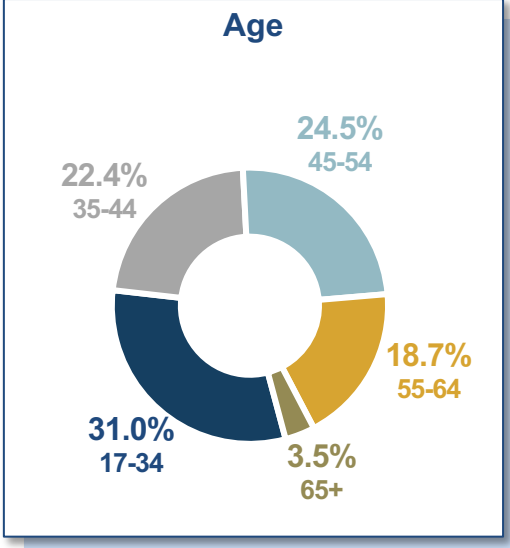
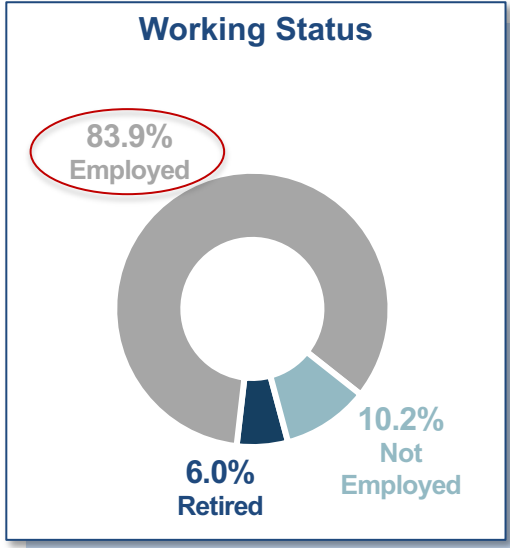
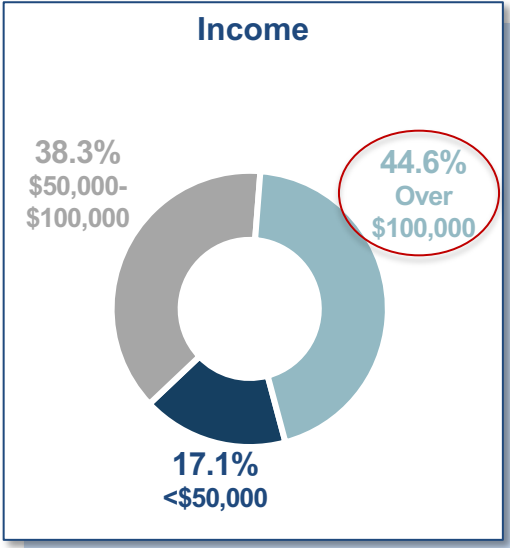
Survey Sources



Respondent Geography



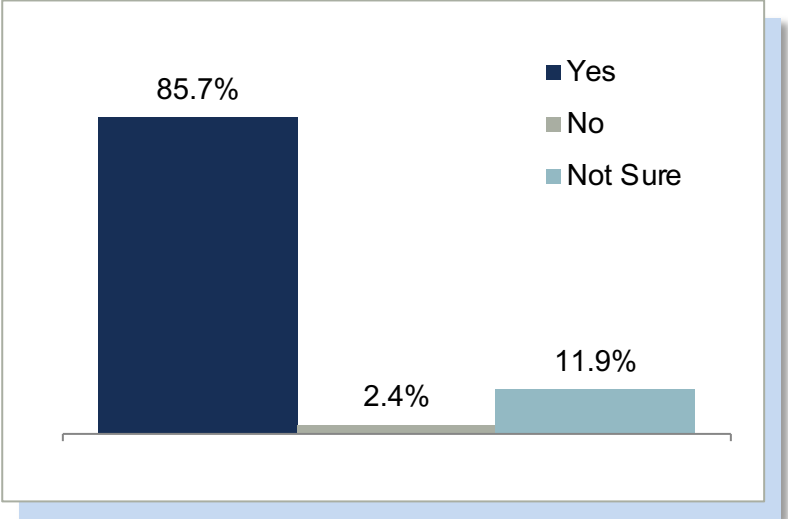
Audience Details



Interest in Stibnite Gold Project

Are you interested in working for Perpetua Resources on the Stibnite Gold Project in Valley County, Idaho?

Please select which phase you are interested in working for Perpetua Resources. Select as many as apply. (N = 902)



Construction (Years 1-3)	17.3%
Production/Operations (Years 3-18)	22.6%
Reclamation and Closure (Years 18-23)	7.3%
Stream and Habitat Restoration (Ongoing throughout project)	9.3%
All phases	70.1%
Not Sure	2.0%

Respondent Professional Experience and Interest

	Experience* N = 924	Career Interest** N = 902	Managerial Interest*** N = 902
Mine Operations	37.4%	43.9%	35.1%
Equipment Operator	35.7%	29.3%	20%
Environmental	23.2%	24.8%	18.1%
Engineering	23.9%	22.4%	17.0%
Underground Mining	23.5%	24.2%	16.1%
Administration	20.7%	19.1%	13.5%
Drilling	20.8%	16.6%	14.4%
Health & Safety	20.5%	19.1%	16.3%
Geology	19.9%	20.7%	16.5%
Mechanic	18.3%	12.4%	13.2%
Facilities Maintenance	16.5%	12%	13.2%
Blasting	14.5%	15.2%	10.5%
Surveying	14.3%	10%	7%
Warehousing	13.3%	7.6%	7.3%
Lab Technician	11.6%	6.5%	5.1%
Purchasing	12.4%	9.2%	7.2%
Communications and Community Engagement	10.5%	10.8%	8.4%
Restoration	11.5%	18.1%	13.6%
Human Resources	8.3%	8.8%	5.9%
Information Technology	7.7%	6.7%	4.4%
Security	7.1%	6.4%	5.1%
Metallurgical	6.9%	8%	5.8%
Cooks	5.2%	1.8%	1.3%
Accounting	5.0%	4.1%	2.4%
Housekeeping	4.0%	1.6%	2%
Electrician	4.2%	3.5%	3%
Chemist	2.9%	2.7%	2.3%

*Do you currently work or have you in the past worked in one of these fields?

**Which of the following career fields interest you the most?

***In which of the following fields are you interested in having a management or supervisory role?



Willingness to Pursue Education or Training

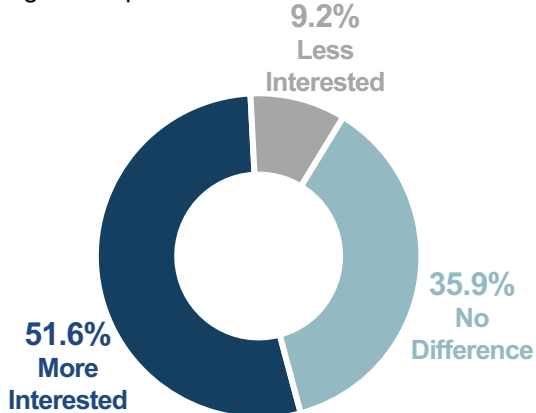
Which of the following training or educational opportunities would you be willing to pursue in order to qualify for employment?
Select as many as apply.

Short-term job-specific training (offsite up to four weeks)	57.4%
Vocational training (offsite up to three months)	38.5%
Vocational training (offsite up to six months)	31.3%
Vocational training (offsite up to 12 months or longer)	25.1%
Associate's Degree (two-year college)	12.9%
Bachelor's Degree (four-year college)	14.3%
Advanced Degree	20.3%
On the job training only	15.3%
None	1.9%
Not Sure	10.4%

Transportation and Housing

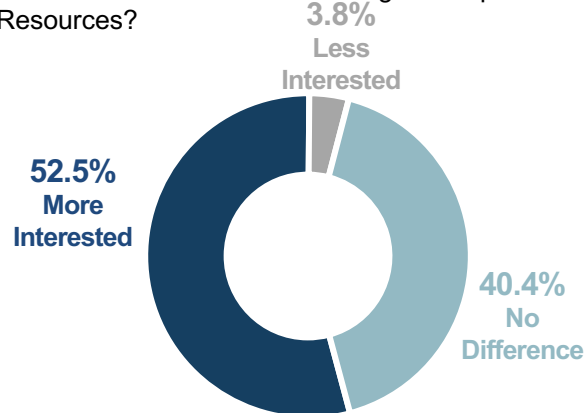
Housing for Commuters

The project will likely offer a two weeks on-two weeks off schedule for most on-site personnel with housing available for employees working on location. Does knowing this make you more or less interested in working for Perpetua Resources?



Off-Site Logistics Jobs

In addition to on-site positions, Perpetua Resources will also operate an off-site logistics facility in Cascade, Idaho, where the jobs will be more traditional 9-5 positions. Does knowing this make you more or less interested in working for Perpetua Resources?



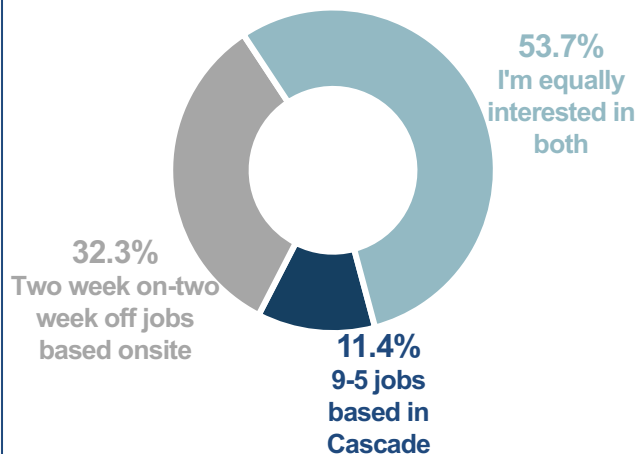
Transportation to Facility

All Perpetua Resources employees will travel to the Logistics Facility in Cascade. From there, employees who work at the mining site will be transported to the site by Perpetua Resources. Knowing that, which of the following options best describes how you would prefer to travel to the Logistics Facility?

- Drive your own vehicle to the Logistics Facility **48.2%**
- Park your vehicle in a lot and then take a bus to the Logistics Facility **18.7%**
- Take a flight to a nearby airport and then take a bus to the Logistics Facility **8.1%**
- Carpool with others to the Logistics Facility **7.9%**

Type of Work

Based on what you know, which of the following would you be more interested in?



Potential for Relocation to Area

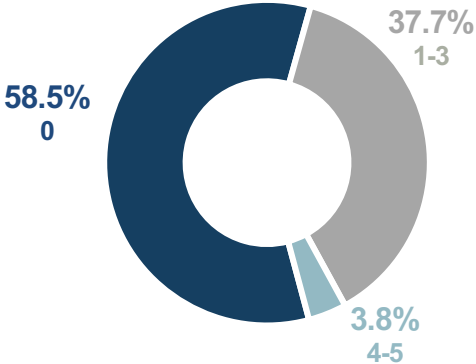
Commuting vs Relocation* (N = 774)

Knowing about the two week on-two week off work schedule for employees based at the mining site, which of the following comes closest to your situation?

- I would move to Valley, Adams, Idaho, or Boise County and would commute from my new home to the Logistics Facility in Cascade at the beginning and end of each two-week rotation **34.2%**
- I currently live in Idaho but not in Valley, Adams, Idaho, or Boise County, and would commute from where I live now to the Logistics Facility in Cascade at the beginning and end of each two-week rotation **25.3%**
- I currently live outside of Idaho and would commute from where I live now to the Logistics Facility in Cascade at the beginning and end of each two-week rotation **18.5%**
- I currently live in Valley, Adams, Idaho, or Boise County and would commute from home to the Logistics Facility in Cascade at the beginning and end of each two-week rotation **13.6%**

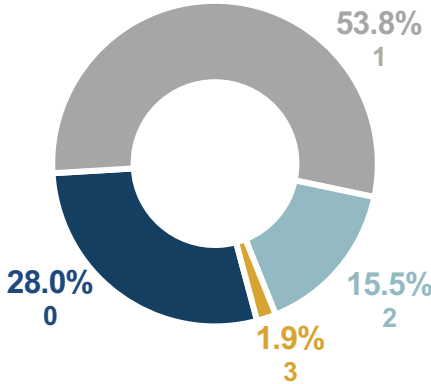
Potential New Students (N = 265)

How many people in your household are school aged children who would move with you and attend school in one of these counties?



Potential New Working Adults (N = 264)

How many people in your household are of working age and would move with you and look for other employment in the region?

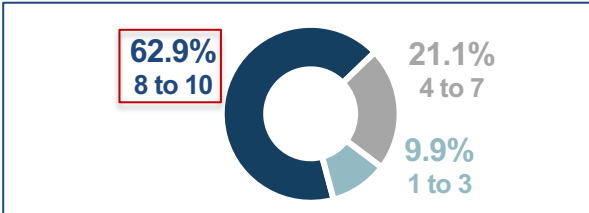


*Asked only if those interested in a two-week rotation

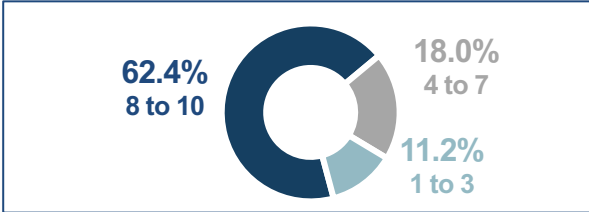


Factors in Decision to Move

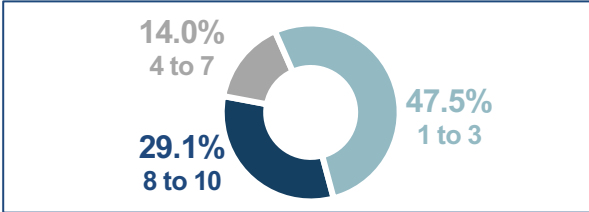
■ Recreation opportunities



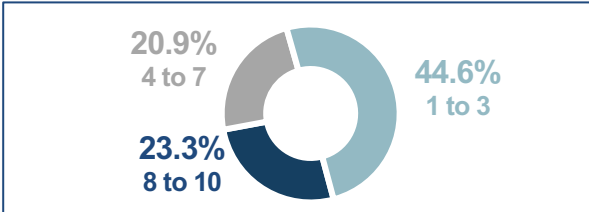
■ Housing



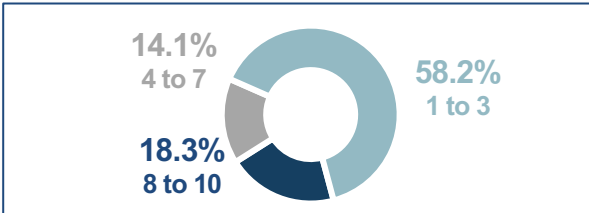
■ Public school options



■ Employment counseling for another member of your household



■ Childcare



THANK YOU!



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