

Purpose

Vertex Resource Group acknowledges the importance of building strong and authentic relationships within the communities we serve. We respect and appreciate the unique qualities, abilities and diversities of Indigenous Peoples and their relationship with their lands and environment. Many of our operations are situated on or near the traditional lands of Indigenous Peoples throughout Canada and the United States, and we respect the established treaty rights of these precious communities and regions.

Through open communication we develop positive relationships with Indigenous Peoples, based on trust, honesty, and integrity. In building this trust, Vertex aims to deeply understand regional matters, enabling us to better anticipate and manage the social and economic impacts of our operations on local communities. This synergy helps us and our Indigenous partners realize our goals and accomplish mutually beneficial business objectives.

Our Commitment

We are committed to conducting business with Indigenous Peoples, communities, and partners in alignment with this policy, while also upholding our dedication to ethics, equity, environment, and safety.

Vertex will adhere to this policy through the following guiding principles:

Guiding Principles

- **We respect** Indigenous Peoples' traditional values and ways of life, heritage sites, and the sacred relationship they have with their lands and the environment.
- **We engage** in open, honest, two-way communication with Indigenous Peoples in regard to Vertex's projects and operations.
- **We assist** Indigenous Peoples in achieving continual benefits resulting from Vertex's projects and/or operations, including opportunities to build capacity in training for employment and business development.
- **We uphold** a shared commitment to always conduct our projects, operations, and general business in a manner that reflects these principles. This corporate social responsibility is expected of ourselves, our subsidiaries, employees, and contractors.
- **We provide** ongoing leadership and resources including project management, development of business strategies, and action plans to ensure the effective implementation of this policy and its principles.



Indigenous Relations Policy

The intent of this policy is to benefit the Indigenous Peoples and Nations we work alongside. Honoring this commitment, we aim to help these groups in the following ways:

The People

Vertex offers equal opportunities to Indigenous Peoples to become a part of our permanent workforce, which encompasses a wide spectrum of career opportunities and levels. We collaborate with Indigenous communities to create opportunities for training and mentorship within our existing and expanding business. This also includes contracting opportunities for qualified Indigenous companies, suppliers, and contractors, where appropriate.

The Nations

Vertex is committed to creating and sustaining mutually productive and beneficial relationships with local Indigenous Nations and Peoples. We encourage joint venture opportunities when they build capacity and support mutual business and social interests for all parties. Vertex will enter into agreements with Indigenous Nations, when and where appropriate, to initiate and support training for employment opportunities, apprenticeships, and other initiatives that will help build and sustain Indigenous communities. This includes funding for community development, and continuously monitoring our physical footprint in an ongoing effort to practice responsible and sustainable environmental policies within the Indigenous land base.

A handwritten signature in black ink, appearing to read 'Terry A. Stephenson', written over a horizontal line.

Terry A. Stephenson
President & CEO

April 1, 2024

Date: