

O3 Mining

Indigenous Communities Policy

O3 MINING INC.

As part of its community engagement program, O3 Mining recognizes the importance of maintaining respectful and transparent relations with host Indigenous Communities.

The Company is committed to:

- Gaining an **understanding** of the host Indigenous Communities history {rights, interests, special connections to lands and waters, and perspectives of Indigenous Peoples} and of their interests regarding resource development. The Company will endeavor to enhance the knowledge of its employees and contractors on host Indigenous Communities.
- Ensuring that host Indigenous Communities are well informed on O3's activities and entering in a **dialogue** on concerns and opportunities related to its projects.
- Contributing to the **development of** skill sets of host Indigenous Communities community members to participate in the development and operation of O3's projects and work in collaboration.
- Encouraging host Indigenous Communities **participation** in business opportunities derived from its projects.
- **Supporting** community initiatives in the areas of health, education, and economic development.
- Establishing and maintaining a feedback system and complaint mechanism, conducting appropriate investigations and identifying and completing corrective actions.
- Ensuring that the necessary resources – human, material and financial – are available to promote, plan and guide this policy.

In order to achieve our community relations objectives, O3 Mining expects:

- All executive, managers and supervisors to be ambassadors in promoting and maintaining our relationships with our host communities;
- The Sustainable Development Department to support this policy by developing, implementing and maintaining standards and protocols to achieve performance targets and support on-site activities;
- All employees, subcontractors and suppliers of goods and services to be responsible for carrying out their activities according to this policy;
- The Board of Directors' Sustainable Development Committee to meet on a regular basis to monitor our Indigenous community relations practices including any necessary corrective actions taken to improve it and confirm that O3 Mining Inc. adheres to this policy.



Jose Vilquerra
President and CEO
Date: March 6th, 2024