

INDIGENOUS PEOPLES POLICY

Stella-Jones acknowledges and respects the rights, title and interests of Indigenous Peoples and we are committed to building lasting and collaborative relationships with Indigenous People where we operate.

In recognition of the United Nations Declarations on the Rights of Indigenous Peoples and the Calls to Action of Canada's Truth and Reconciliation Commission, we commit to:

- Increasing our awareness and understanding of Indigenous cultures and history and being open to understanding different perspectives and world views;
- Developing long-term relationships with Nations and communities where we have operations;
- Proactively developing mutually beneficial, collaborative business partnerships, and procurement opportunities;
- Ensuring that our forestry practices and use of natural resources benefit from Indigenous perspectives and remain sustainable.

Stella-Jones is dedicated to making this Policy integral to our ongoing mission to advance our core values of Integrity, Respect, Teamwork, Inclusion and Perseverance.

This policy was reviewed and approved by the Board of Directors of Stella-Jones on December 11, 2025.