



INDIGENOUS ENGAGEMENT AND RELATIONS POLICY

Headwater Exploration Inc. (“Headwater”) operates within traditional First Nations and Metis land. Our company values long term relationships with our neighbors and business partners in these areas. Through consultation and honest communication, we prioritize working together for the best possible outcome of all parties. We recognize and respect traditional cultures and the diversity of Canada’s indigenous communities.

Headwater follows the following core objectives while engaging with Indigenous communities:

- **Relationships:** Maintain our long-term relationships by engaging with communities and operating in good faith to identify opportunities for mutual benefit
- **Business:** We include qualified local Indigenous businesses in our supply chain that meet our safety, technical and cost requirements. We also support indigenous employment opportunities and initiatives that will increase the capacity of the local workforce
- **Consultation:** Work with regulators and follow all provincial consultation requirements to share information to establish proactive communication and seek input regarding proposed development plans
- **Investment:** Our community investment and donations are focused primarily on education, training, community culture and local infrastructure

We are committed to our Health, Safety and Environmental Policy and we conduct our business in accordance with the laws of Canada and the provinces that we operate in. The health and safety of our employees, contractors and neighbors is our top priority while being responsible stewards of our resources.

Sincerely,

Jason Jaskela
President and CEO