

## **TOURMALINE OIL CORP.**

### **INDIGENOUS PEOPLES POLICY**

Tourmaline Oil Corp. recognizes the importance of positive relationships with Indigenous Peoples especially within our operational footprint. Tourmaline is committed to fostering mutually beneficial outcomes through collaboration and respect with Indigenous groups while focusing on common goals and interests.

We are committed to meaningful engagement with Indigenous People throughout the lifecycle of our development. This includes understanding and respecting traditional knowledge, cultural practices, and collaboration and contribution towards cultural restoration.

Through our leadership, employees, and contractors we are committed to learning and providing resources to further promote understanding of the history and culture of Indigenous Peoples.

Tourmaline is committed to long-term sustainable benefits from development activities for Indigenous groups including opportunities for Indigenous employment and contracting, training and educational opportunities.

Approved by the Board of Directors on October 4, 2023.