



INDIGENOUS RELATIONS GUIDING PRINCIPLES

Gibson Energy Inc., along with its affiliates (collectively, “Gibson”), and their directors, officers, and employees (“We”) strive to establish, maintain, and strengthen meaningful mutually beneficial relationships with the Indigenous Peoples in Canada and the U.S. and their respective leadership and communities, built on a foundation of trust, respect and reconciliation. We plan to continue embedding principles of Truth and Reconciliation and its guiding principles into our culture, decision-making and operational and business practices at all levels of Gibson.

To achieve this, Gibson’s approach to Indigenous relations and the engagement of Indigenous Peoples is guided by the following principles:

- We **recognize** that Indigenous Peoples have Aboriginal and Treaty rights that are affirmed and protected by the Constitution of Canada and distinct rights as protected by U.S. laws;
- We **recognize** and respect the importance and diversity of Indigenous Peoples’ unique histories, cultures, traditions, protocols, values, beliefs, perspectives, Traditional Land use, and connection to the land;
- We **acknowledge** the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in the context of existing Canadian and U.S. law and governments in both countries roles in preserving the rights of Indigenous Peoples and their communities;
- We will **approach** all Indigenous engagement early in the life cycle of a project and in a meaningful and transparent manner, providing project-specific or company information to Indigenous communities openly and concisely;
- We will **proactively listen** to Indigenous communities’ knowledge and priorities, and where appropriate, incorporate these perspectives into our project planning, design and execution;
- We will **commit** to seek collaborative opportunities with Indigenous Peoples and their communities to identify and provide stable funding for short and long-term community investment initiatives that align with both Indigenous community interests and Gibson’s business objectives while contributing to economic reconciliation; and,
- We will **foster** an understanding of the unique histories and cultures of Indigenous Peoples, in order to create meaningful relationships between Gibson and Indigenous Peoples and their communities.

We are committed to these principles while recognizing that the success of our approach requires involvement and commitment at all levels of Gibson. These principles contribute to “The Gibson Way” and play a significant role in how “We & I” contribute to our core values. We expect that these principles are applied in our everyday work.

Steve Spaulding
President & CEO

