

## INDIGENOUS PEOPLES POLICY

### *Policy Statement*

MEG Energy Corp. (MEG) recognizes the importance of strengthening the long-term relationship with Indigenous peoples and communities that is founded on respect and trust which will create mutual benefit for Indigenous peoples and MEG.

### *Key Principles*

MEG commits to pursuing sustainable relationships with Indigenous nations and groups in proximity to, or impacted by, MEG's operations. To achieve this, MEG will govern itself by the following principles:

- Acknowledge the importance of both the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) within the Canadian legal framework and the 94 Calls to Action in the Final Report from the Truth and Reconciliation Commission of Canada, in recognizing the role that the corporate sector can play in the path towards reconciliation.
- Foster a work environment that recognizes the importance of learning from and respecting the cultures in which we operate, in order to create an inclusive work environment and a better relationship with Indigenous peoples and communities.
- Engage in an early, inclusive and collaborative consultation process that meets or exceeds governmental standards but also the unique needs of each community through meaningful engagement throughout the life of the project.
- Commit to working with Indigenous peoples to achieve benefit from MEG's operations on their traditional land, through opportunities in procurement, employment, business development, training, education and community development.

### *Implementation*

The above Key Principles are a shared responsibility involving all MEG's directors, officers, employees and contractors.

MEG will have measurable objectives for achieving the sustainable relationships with Indigenous peoples and communities. The ESG Executive Committee will set the measurable objectives and will annually review the objectives and MEG's progress in achieving the objectives.

### *Review*

This policy will be reviewed by the Governance and Nominating Committee of the Board every three years or, where circumstances warrant, at such shorter interval as necessary, to determine if further additions, deletions or other amendments are required.

Last reviewed and approved by the Governance and Nominating Committee on November 4, 2024.

Last approved by the Board on November 5, 2024.