



JORCAN ELECTRICAL INC

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INDIGENOUS ENGAGEMENT POLICY

At JORCAN ELECTRICAL INC. , we are dedicated to building and maintaining meaningful, sustainable relationships with Indigenous communities based on mutual respect, trust, and shared values. We recognize and honor the geographic, cultural, and historical diversity of Indigenous peoples across the regions where we operate. Our commitment to **inclusion** goes beyond mere words; we actively seek partnerships with Indigenous-owned businesses, such as Fisher Power Line and IPM Integrated Project Management Inc., ensuring that our economic, cultural, and environmental objectives are aligned with those of Indigenous communities.

Our Indigenous Engagement Policy is founded on the following principles:

Respect for Indigenous Rights: We acknowledge and respect the rights of Indigenous peoples, their connection to traditional lands, and the natural resources they value. We strive to operate in a manner that upholds these rights.

Culturally Sensitive Partnerships: We commit to engaging Indigenous communities respectfully, ensuring that their values, traditions, and cultural practices are considered in all aspects of our work.

Environmental Stewardship: We are committed to protecting the environment and ensuring that our operations safeguard the natural resources that are crucial to the well-being of Indigenous communities.

Honest and Transparent Consultation: We believe in open, transparent, and ongoing communication with Indigenous communities about projects and operations that may

impact them. We recognize the importance of sincere consultation to foster trust and collaboration.

Economic and Social Inclusion: JORCAN . is dedicated to creating opportunities for Indigenous peoples in education, training, employment, procurement, and business development. We believe in the mutual benefits of Indigenous participation in economic activities related to our operations.

Commitment to Continuous Learning: We recognize that fostering strong relationships with Indigenous communities requires ongoing education and understanding. JORCAN promotes cultural awareness and education about Indigenous history, rights, and traditions among all employees, contractors, and affiliates. This is critical to ensuring that our workforce and partners operate with the cultural sensitivity and respect that these communities deserve.

Leadership and Accountability: Our leadership is committed to dedicating the necessary resources to uphold this policy. Through strategic action plans, continuous engagement, and adaptable approaches, we aim to meet the evolving expectations of Indigenous communities while promoting lasting partnerships. JORCAN ELECTRICAL INC. is fully committed to ensuring that Indigenous communities benefit from our presence and that we contribute positively to their social, economic, and cultural well-being. We strive to build sustainable relationships that are grounded in respect, equity, and shared success.

Sincerely,

President: Hassan Al-Majdub