



INDIGENOUS PEOPLES POLICY

Teck recognizes and respects the inherent rights, cultures, and values of Indigenous Peoples. We are committed to building strong, lasting, and mutually beneficial relationships that help us understand each other's perspectives and deliver on shared priorities.

We are guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples, the Towards Sustainable Mining Indigenous and Community Relationships Protocol, and the International Council on Mining and Metals (ICMM) Position Statement on Indigenous Peoples and Mining.

As a company committed to engagement and collaboration with Indigenous Peoples in our workforce and potentially affected by our activities, we will:

- foster an inclusive and supportive workplace for Indigenous employees and contractors.
- make intercultural awareness training on the history, traditions, and rights of Indigenous Peoples available across Teck.
- build respectful relationships through early and inclusive dialogue, and collaborative processes.

- work to achieve and maintain the free, prior and informed consent of Indigenous Peoples where we work.
- integrate Indigenous knowledge and perspectives into decision making throughout the mining life cycle to address adverse impacts and enhance benefits.
- support Indigenous Peoples in achieving their self-determined community goals that enhance resilience and support self-determination.
- create opportunities for Indigenous employment and procurement.
- seek to avoid and address adverse impacts to Indigenous rights, cultural heritage, livelihoods, health, and wellbeing.

Teck's Board of Directors is responsible for the governance of this Indigenous Peoples Policy. Implementation of this policy is overseen by Teck Senior Management.



Jonathan Price
President and Chief Executive Officer



Sheila Murray
Chair of the Board

February 22, 2024