

SUPERIOR PLUS CORP.
INDIGENOUS RELATIONS POLICY

First Approved: November 11, 2020	Policy Review Cycle: Annually
Current Version Approved: August 12, 2025	Responsible Executive: Senior Vice-President and Chief Legal Officer
Supersedes Version Approved: August 13, 2024	

Purpose

This Policy is intended to set out Superior's commitment to respect and promote Indigenous relationships in our business operations and with our customers, suppliers and workforce, in Canada and the United States.

Definitions

In this Policy the following capitalized terms have the meanings set out below:

"Board" means the board of directors of Superior.

"Director" means a director of Superior.

"Policy" means this Indigenous relations policy as may be amended from time to time.

"Superior" means Superior Plus Corp.

"Superior Group" means, collectively, Superior, Superior Plus LP, Superior General Partner Inc., and each of their divisions, affiliates and subsidiaries.

Scope

This Policy applies to all employees of the Superior Group. This Policy is intended to supplement all applicable local laws, rules and other corporate policies of Superior.

Policy Statement and Responsibilities

Superior values and respects the unique history of Indigenous peoples and believes in working with Indigenous communities in a spirit of relationship-building based on mutual respect and trust. We are committed to consult on projects with Indigenous communities where Indigenous rights may be affected by our operations. We also provide support to Indigenous communities and look to employ Indigenous peoples and businesses in our operations. We recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) within the context of existing Canadian and U.S. law.

We are dedicated and strive to:

- Value the various cultural practices and needs of Indigenous communities;
- Respect Indigenous rights within the applicable legal and constitutional framework(s);
- Collaborate with Indigenous groups to identify shared goals and outcomes;
- Attract and retain qualified employees and contractors from Indigenous communities to assist in meeting our workforce needs;
- Invest in communities where we operate, with our goal being to work with Indigenous communities to support initiatives that strengthen their culture, interests and aspirations;
- Engage with Indigenous communities in regions in which we operate;
- Minimize negative impacts of our operations on the environment; and
- Strive to provide Indigenous individuals with formal education and training opportunities that may lead to long term employment.

Monitoring and Reporting

We are committed to providing Indigenous Awareness training for our employees regarding the unique history of Indigenous peoples and our Indigenous relations commitments; and communicating with our customers, suppliers and any person regarding our commitments. Any person who has questions about this Policy or would like to confidentially report a potential violation of this Policy, should raise those questions or concerns with their direct supervisor, their human resources representative or the Senior Vice President and Chief Human Resources Officer. Individuals can also report suspected violations through the Confidence Line in accordance with the terms of Superior's Whistleblower Policy. There shall be no retaliation against any individual who in good faith raises questions, concerns or a complaint under this Policy. Non-compliance with this Policy may result in disciplinary action up to and including termination of employment for cause.

Review of the Policy

The Board will review this Policy from time to time as necessary and make recommendations on amendments, including amendments in light of changes in legal or regulatory obligations or best practices. Any changes to this Policy must be approved by the Board.