



LOCAL COMMUNITY BUSINESS AND EMPLOYMENT ENGAGEMENT POLICY (December 2022)

I. Purpose

Copper Mountain Mining Corporation and all of its subsidiaries (the “**Company**”) is committed to hiring people and procuring goods and services from our neighbouring communities. It is our objective to build and maintain long lasting and mutually beneficial relationships with our local Communities of Interest (“**COI**”).

The Company’s Copper Mountain Mine is located within the municipal boundaries of the Town of Princeton and within Area H of the Regional District of Okanagan Similkameen. Importantly, we also acknowledge that the Copper Mountain Mine is located within the traditional territory of the Smilq’mixw People, as represented by the Upper Similkameen Indian Band (“**USIB**”) and the Lower Similkameen Indian Band (“**LSIB**”), located in Hedley and Cawston, respectively.

For the purposes of this Local Community Business and Employment Engagement Policy (the “**Policy**”), the Company considers the following as our key local COIs:

- USIB located in Hedley;
- LSIB located in Cawston;
- Town of Princeton;
- Town of Keremeos;
- The Regional District of Okanagan Similkameen, Area H;
- The Regional District of Okanagan Similkameen, Area G; and
- The Regional District of Okanagan Similkameen, Area B.

II. Application

It is the responsibility of each director, officer, employee, contractor, and consultant of the Company to carry out their activities in accordance with this Policy.

III. Responsibility for this Policy

The Company’s Executive Vice President, Chief Operating Officer is responsible for the administration of this Policy.

IV. Accountability

Each of the Copper Mountain Mine General Manager, First Nations, Community, and Government Relations and Materials Management Superintendent will be responsible for implementing this Policy.

V. Approach to Local Community Business and Employment Engagement

The Company will continue to foster and build mutual value in our relationships with our local COIs by committing to implement the following practices and procedures under this Policy:

- Ensuring we post open positions in appropriate locations available to our local COI's and preferentially hire new employees from our local COIs provided such employees achieve the required qualifications;
- Supporting the development of each of the USIB and LSIB and other locally owned businesses in accordance with their expressed development objectives;
- Engaging in transparent and collaborative discussions with each of the USIB, LSIB, and other local businesses regarding business opportunities;
- Encouraging our suppliers and contractors to support our local COIs;
- Encouraging our suppliers and contractors to investigate employment and mutually beneficial business opportunities with our local COI businesses;
- Engaging in transparent and collaborative discussions with each of the USIB, LSIB, and other local COIs regarding any new projects or significant changes to our operations and listening to their concerns and feedback;
- Responding to local COI queries regarding environmental and social performance and listening to their concerns and feedback; and
- Periodically reviewing our local COI identification, engagement, and response processes to ensure they are effective.

The Company operates with the fundamental understanding that no profit is worth compromising the safety and health of our employees, the environment, or our integrity. The Company is also committed to assuring a high ethical standard is maintained within our operations and throughout our supply chain. With these commitments in mind, the Company will ensure the procurement of products meets its technical, quality, and ethical standards.

(signed) Don Strickland

Don Strickland, P.Eng.
Executive Vice President, Chief Operating Officer