

## INDIGENOUS PEOPLES POLICY

FPX Nickel Corp. (“**the Company**”) conducts exploration and project development activities on Indigenous land, and therefore has adopted this corporate policy to ensure that our activities respect the distinct rights of Indigenous Peoples. We are guided by the United Nations Declaration on the Rights of Indigenous Peoples, importantly, the right to free, prior, and informed consent. We commit to engage with Indigenous Peoples potentially affected by our activities to:

- Build relationships early and through inclusive processes, understanding the importance of listening;
- Provide the resources required to enable meaningful engagement;
- Integrate Indigenous knowledge and perspectives into decision-making and project planning;
- Acknowledge and respect the distinct cultures, perspectives, and aspirations of Indigenous Peoples, and work with local communities to advance self-determined goals; and
- Address potential adverse impacts of any proposed activities, and optimize long-term sustainable benefits and opportunities.

To support these commitments, the Company will attract, hire, and retain Indigenous talent at all levels of the organization, and provide training for management, employees, contractors, and consultants on intercultural awareness, anti-racism, and the history of Indigenous Peoples in BC and Canada.

**Approved by the Board of Directors**