

PRAIRIE PROVIDENT RESOURCES INC.

HUMAN RIGHTS POLICY

Effective date: December 11, 2025

Approved by: Senior Management of Prairie Provident Resources Inc.

Applies to: Prairie Provident Resources Inc. and Prairie Provident Resources Canada Ltd., including all employees, officers, directors and, where appropriate, contractors and suppliers (“Prairie Provident” or “PPR”).

1. Our Commitment

As a fundamental operating principle, Prairie Provident strives to respect human rights wherever we do business. We are committed to:

- Doing no harm and avoiding infringing on the human rights of others;
- Addressing adverse human rights impacts where they are caused by, contributed to, or directly linked to our activities or business relationships; and
- Supporting the promotion of human rights within our operations and our sphere of influence.

This Policy also helps us meet our obligations to report on forced labour and child labour risks under Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

2. Standards We Follow

Our commitment is guided by:

- Applicable Canadian laws governing human rights, labour and employment; and
- Relevant international standards, including the *Universal Declaration of Human Rights*, the *ILO Declaration on Fundamental Principles and Rights at Work*, and the *UN Guiding Principles on Business and Human Rights*.

Where national law and international human rights standards differ, we seek to follow the higher standard. Where they are in conflict, we comply with national law while seeking to respect internationally recognized human rights to the greatest extent possible.

3. Modern Slavery, Forced Labour and Child Labour

Prairie Provident does not tolerate:

- Forced or compulsory labour;
- Human trafficking or debt bondage; or
- Child labour, including any employment that is below the legal minimum age or that is unsafe, exploitative or interferes with schooling.

We seek to prevent or mitigate these risks in our own operations and in our supply chains and will address any issues that are identified in a timely and appropriate manner.

4. Assessing and Managing Human Rights Risks

We recognize that our activities and business relationships may be linked to human rights risks, including risks of forced or child labour. We therefore:

- Take reasonable steps to identify and assess potential human rights impacts in our operations and key supplier relationships;
- Seek to avoid causing or contributing to adverse impacts and to address them if they occur; and
- Seek to prevent or mitigate impacts directly related to our operations, products or services through our business relationships.

We integrate these considerations into existing processes (such as supplier selection, contracting, health and safety, and ethics and compliance) in a manner that is proportionate to our size and risk.

5. Remedy and Grievance Mechanisms

We place importance on providing effective avenues for concerns to be raised and addressed.

- Employees and other stakeholders are encouraged to raise concerns about potential human rights impacts, including forced or child labour, through existing reporting channels (such as management, HR or our ethics / whistleblower reporting mechanisms).
- We do not tolerate retaliation against anyone who raises a concern in good faith.

- If we identify that we have caused or contributed to an adverse human rights impact, we will seek to provide or cooperate in appropriate remediation through legitimate processes.

We also encourage our key suppliers to maintain accessible grievance mechanisms for their workers.

6. Monitoring and Continuous Improvement

Prairie Provident aims to monitor its human rights performance and that of key suppliers through normal business engagement and, where appropriate, audits or other reviews.

We will:

- Periodically review this Policy and related practices; and
- Disclose, at least annually, the steps we have taken to identify and address risks of forced labour and child labour in our operations and supply chains, including through our public modern slavery reporting.

7. Roles and Responsibilities

- Senior Management is responsible for overseeing this Policy, integrating it into relevant processes, promoting awareness, and reporting significant human rights and modern slavery issues to the Board as appropriate.
- The Board of Directors receives periodic updates from management on human rights and modern slavery risks and related disclosures but does not manage day-to-day implementation.
- Employees and contractors are expected to comply with this Policy in their work and to speak up if they see or suspect human rights concerns.

Dated: December 11, 2025



Dale Miller
Executive Chairman
Prairie Provident Resources Inc.