

OUR INDIGENOUS RELATIONS COMMITMENT

At EPCOR, we know our work is stronger when we work together. When we collaborate with Indigenous Peoples, we build trust, strengthen relationships and reach more inclusive, sustainable outcomes. We face today's challenges — and shape tomorrow's opportunities — together.

We are committed to walking this path with respect, creating shared value and building a future where EPCOR is known, trusted and valued by Indigenous Nations, communities, organizations and Peoples in every region where we operate.

WE BELIEVE

- **Indigenous Peoples hold deep connections to the land and water** — We respect that land and water are sacred and inseparable from the identity, culture and wellbeing of Indigenous Peoples. Across what is now Canada and the United States, Indigenous Nations have stewarded these places since time immemorial. Our work must reflect this understanding and uphold Indigenous rights, responsibilities and knowledge systems in the protection and stewardship of land and water for generations to come.
- **Our work is grounded in relationships** — At the heart of our Indigenous relations work are relationships. Trust is built over time, through consistency, humility and care. Our commitments are only meaningful if they are developed with Indigenous Peoples — not for them.
- **Indigenous relations is everyone's responsibility** — Every member of Team EPCOR — regardless of role or location — has a part to play. Building respectful, collaborative relationships with Indigenous Peoples and partners is a shared responsibility, embedded in how we work every day.
- **Learning and growth is continuous** — We acknowledge that we are learning and that we won't always get it right. But we are committed to listening, reflecting and improving as we go. Indigenous learning by EPCOR employees is an important part of our journey. We pause to reflect on our commitments and to renew them, together.
- **The process is as important as the outcome** — How we work with Indigenous Peoples is just as important as what we do. We will approach relationship-building and engagement with intention and in ways that are respectful, inclusive and focused on long-term collaboration.
- **Local approaches work best** — Each region is distinct, shaped by its own histories, cultural significance, and relationships. Guided by our Commitment, local teams are empowered to develop approaches that are appropriate for their specific context and rooted in respect, responsiveness and partnership.
- **It starts with a welcoming workplace** — We are committed to creating an inclusive workplace where Indigenous employees feel respected, supported and empowered to thrive — where their voices are heard, their perspectives valued and their contributions celebrated.

WE COMMIT TO

- **Showing respect for Indigenous Peoples** — We honour Indigenous knowledge, perspectives, contributions and Aboriginal and Treaty rights in all we do.
- **Seeking mutual value** — We strive to create shared benefits, not one-sided outcomes.
- **Being present** — We show up. We listen deeply. We engage with intention.
- **Building trust** — We earn trust through consistent words and actions.
- **Being accountable** — We do what we say we will do. We follow through, take responsibility and hold ourselves to the commitments we make.

WHY THIS MATTERS

For more than a century, EPCOR, and its subsidiaries have operated in areas near or within Treaty territories and the traditional lands of Indigenous Peoples in Canada and the United States. Indigenous Peoples hold deep cultural and historic connections to the lands and waters where we work — and EPCOR has a vital role to play in the stewardship of those lands and waters.

We acknowledge that Indigenous rights, knowledge and voices have not always been respected, and that this legacy carries responsibility. Our Commitment reflects that responsibility and the opportunity to do better. It recognizes the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a framework for reconciliation.

As President & CEO, and on behalf of Team EPCOR, I affirm our Indigenous Relations Commitment. Together, we will move forward with humility, respect and purpose.



John Elford
President & CEO, EPCOR Utilities Inc.
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