

## Indigenous Relations Policy

Marathon Gold Corporation (“Marathon” or the “Corporation”) is committed to the successful development and operation of the Valentine Gold Project (the “Project”). Our vision is an enterprise balancing commercial success with a safe working environment, effective environmental management, and the creation of lasting social benefit.

### Scope of the Policy

Marathon acknowledges the unique culture and history of Indigenous Peoples in the Central Region of Newfoundland and Labrador and understands that they may have interests and concerns that differ from, or are in addition to, those of stakeholder groups. We are committed to working constructively and in a spirit of good faith with these Indigenous Peoples to achieve mutually beneficial outcomes.

Marathon’s approach to engagement with Indigenous Peoples will apply over the life of the Project, including development, construction, operation, and rehabilitation.

Marathon’s Indigenous Relations Policy is a living document, subject to review and modification as our business evolves and based on evolving best-practice standards for the engagement with, and participation of, Indigenous Peoples in the Canadian mining industry.

### Marathon’s Commitments

Marathon’s Values inform and guide the development of measures to (1) protect the natural environment; (2) minimize cultural and social impacts on communities and Indigenous Peoples; and, (3) enhance socio-economic benefits for all stakeholders. We recognize that the success of our enterprise includes the successful participation of Indigenous people in employment and contracting opportunities at all stages of the Project’s life.

Marathon acknowledges these responsibilities through the following measures:

- Acknowledgement of potential or established Indigenous or treaty rights and compliance with the requirements of any applicable treaties, laws, and regulations;
- Protection of cultural and heritage sites;

- Provision of opportunities for Indigenous Peoples to share traditional knowledge and information on land and resource use in the Project area;
- Consideration of traditional knowledge and land and resource use information in the identification and assessment of Project effects;
- Working cooperatively with Indigenous Peoples to identify Project effects and develop and implement appropriate mitigation measures;
- Working cooperatively with Indigenous Peoples to identify and manage environmental risks and opportunities as part of Project planning and execution;
- Integration of traditional knowledge and land and resource use information into the Project decision-making process as appropriate;
- Provision of opportunities for Indigenous Peoples to participate in the Project through employment and/or the supply of goods and services;
- Working cooperatively with Indigenous Peoples to identify and remove barriers to the participation of Indigenous people in the Project; and,
- Implementation of an effective, respectful and meaningful engagement which:
  - Provides accurate and relevant Project information in a timely and culturally appropriate manner;
  - Provides sufficient opportunities to identify issues and concerns; and,
  - Enables consideration of, and response to, Indigenous issues and concerns.

Marathon will maintain constructive dialogue with Indigenous Peoples to ensure that their views are taken into consideration as the Project progresses. We recognize that Indigenous interests and activities in relation to the Project may evolve with time, and we acknowledge the need to conduct ongoing assessment of the impact of the Project on Indigenous people.