



## **Minerals Technologies Inc.**

### **Indigenous Peoples Policy**

Minerals Technologies has been a global leader in industrial minerals and associated services for more than 30 years. Our Values (Winning with Integrity through our People, Honesty, Customer Focus, Accountability and Excellence) provide the foundation for our decisions, actions and behaviors. Living these values requires the Company to meet the highest standards of corporate behavior in all aspects of business, in all regions of the world.

The Company acknowledges that certain of its operations are or may become located in the homelands of Indigenous Peoples<sup>1</sup> and that any such operations may have affected the rights and lives of those people in ways that the Company might not fully appreciate or understand. This policy sets forth the Company's approach for dealing with the communities, including Indigenous Peoples, where it operates, explores and actively manages facilities.

Commensurate with these values, the Company recognizes and respects the diversity, cultures, customs and values of the Indigenous Peoples where the Company operates and acknowledge their needs, concerns and aspirations regarding their heritage and traditions.

#### **Our Approach:**

The Company will continue to be honest and responsible in dealing with the communities, including Indigenous Peoples, where it operates, explores and actively manages facilities.

Where groups of Indigenous Peoples have meaningful connections to land and waters close to our operations, the Company will engage with them to find mutually advantageous outcomes. This engagement shall be inclusive of physical, spiritual, cultural and economic factors and to general wellbeing. The Company recognizes that this well-being may be expressed in cultural, governance and decision-making processes that stand apart from more mainstream populations.

Accordingly, with respect to new operations or major capital projects that are located on or near lands traditionally owned by or under customary use of Indigenous Peoples, the Company will engage with those affected by its activities by understanding their unique histories, cultures and aspirations for self-determination, by listening and responding, and by offering support for activities that are sustainable after its operations have concluded.

Where Indigenous Peoples are acknowledged by governments, the Company will act in accordance with all applicable laws and regulations in addition to the Company's Values and shall take note of the principles set forth in the International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

Wherever possible, the Company will seek to establish support for new activities from affected Indigenous Peoples through, the free, prior and informed consent (FPIC) with respectful dialogue, collaborative accommodation of each other's interests and formal agreements.

**Scope, References and Reporting:**

This policy applies worldwide to Minerals Technologies Inc and its subsidiaries, affiliates, partnerships, ventures and other business associations that are effectively controlled, directly or indirectly (together the "Company"), and all directors, officers and employees of the Company. This policy references Minerals Technologies, Inc. Human Rights Policy and Code of Conduct and will be reviewed annually by the MTI Legal Group and Senior Management.

To report grievance and violations, please contact MTI Hotline, Chief Compliance Officer, Legal Department, or Human Resources Department.

<sup>1</sup> Indigenous Peoples are defined as government-recognized social groups that have ethnographically demonstrated residency and/or spiritual and/or livelihood connections to definable geographic areas including clans, traditional populations and other social groups who have an emotional and/or spiritual attachment to the geographic area in question.

Effective Date- January 2023