



**ARTIS EXPLORATION**  
LTD

**Modern Slavery Report**  
**For the Year Ended December 31, 2025**

This Modern Slavery Report (the **“Report”**) addresses the period from January 1 to December 31, 2025, and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the **“Act”**). This Report is made on behalf of Artis Exploration Ltd. (**“Artis”, “we”, “our”** or the **“Company”**).

## 1. Introduction

Forced labour and child labour (each as defined in the Act and hereinafter together referred to as **“modern slavery”**) are violations of fundamental human rights and are occurring across the globe. As a Canadian energy company, Artis recognizes our responsibility to ensure that our operations and the supply chains supporting them uphold the highest ethical standards. We maintain a zero-tolerance approach to modern slavery and are committed to continuous improvement in identifying, assessing, and mitigating related risks.

## 2. Steps Taken in 2025:

Artis continued to strengthen our governance, oversight, and due diligences processes related to modern slavery. Key actions taken in 2025 include:

- **Formal Modern Slavery Training:** In 2025 Artis delivered structured training to all operations staff covering:
  - Definitions and forms of modern slavery;
  - Global and Canadian risk contexts;
  - Legislative requirements under the Act; and
  - The importance of using only vendors approved through Artis’ compliance management platform (ComplyWorks).

The training is now part of our ongoing competency and compliance program.

- **Quarterly Vendor Spend Reconciliation:** Artis implemented a quarterly review comparing Company spend data against our approved vendor list to ensure no suppliers are operating outside of ComplyWorks or bypassing our compliance controls.
- **Expansion of Compliance Management Scope:** Historically, Artis used ComplyWorks primarily for safety-sensitive vendors. In 2025, we expanded the platform to include manufacturers and suppliers, ensuring they undergo the same level of prequalification, compliance review, and modern slavery due diligence as field-based vendors.
- **Updated Contractor Services Agreement:** Artis added explicit modern slavery mitigation obligations to our Contractor Services Agreement, requiring every vendor to, “establish and maintain, if necessary, appropriate policies, procedures, and due diligence measures to prevent modern slavery and human trafficking within its operations and supply chains and ensure ongoing compliance with applicable obligations under Bill S-211.”
- **Ongoing Vendor Representations:** Artis continues requiring new and existing vendors to confirm they have taken reasonable steps to identify, assess, prevent, and reduce the risk of modern slavery in their supply chains, and to remediate any identified risks.

As of the date of this Report, Artis has not identified any high-risk exposure to modern slavery in our supply chain.

### 3. Our Business

**Operations:** Artis is an oil and gas company headquartered in Calgary, Alberta. We are engaged in the exploration and development of our oil and gas properties which are 100% located in Alberta. We are primarily focused on the development of the Duvernay in the Three Hills area of Alberta.

**Structure:** Artis is a private company which was incorporated in the province of Alberta in 2015. The Company employs approximately 24 full-time staff in the corporate head office located in Calgary, Alberta as well as several contractors and service providers predominantly in the field.

**Supply Chain:** Artis collaborates with a diverse network of suppliers, primarily sourcing materials and services locally. We actively involve our suppliers throughout our supply chain and prioritize building strong, value-aligned partnerships. Our supplier vetting process includes a comprehensive prequalification assessment, covering areas such as health and safety, Workers' Compensation Board clearance, environmental impact, technical standards, and financial stability, among other key supply chain management metrics. To oversee supplier, worksite, and workforce compliance across our operations, Artis leverages ComplyWorks as our compliance management platform.

All Artis suppliers are domiciled in Canada, although we appreciate that certain suppliers may supply us with products that originate from other jurisdictions, and all have their own supply chains.

The suppliers we engage include businesses that are primarily local and adhere to regulations in Canada for oil and gas production which are among the highest standards in the world. Additional information regarding Artis can be found on our website at [www.artisexp.com](http://www.artisexp.com).

### 4. Policies

At Artis, our employees, contractors, suppliers, management, and Board all play a vital role in upholding ethical, legal, and responsible business practices. In line with the policies and standards established by our Board and management, we are committed to partnering with individuals and organizations that share our values and align with our commitments. We expect all employees, contractors, and suppliers to adhere to our corporate values and comply with our policies. To reinforce the highest ethical standards and prevent human rights violations including modern slavery, Artis has implemented the following policies:

- Code of Business Conduct and Ethics (the "**Code**");
- Safety Policy;
- Environmental Policy;
- Workplace Anti-violence, Harassment and Discrimination Policy; and
- Whistle Blower Policy.

### 5. Due Diligence

Artis' due diligence processes included:

- Standardized procurement forms requiring suppliers to comply with Canadian labour and employment laws;

- Vendor representations confirming modern slavery due diligence within their own supply chains;
- Expanded use of ComplyWorks to include manufacturers and suppliers;
- Quarterly spend to vendor list reconciliation;
- Formal hazard, incident, and non-compliance reporting processes; and
- An anonymous Whistleblower channel for reporting concerns, including those related to modern slavery.

## **6. Activity and Supply Chain Risks**

Artis continues to assess the risk of modern slavery across our operations and supply chain:

- **Direct Operations:** Our workforce consists of office staff and skilled oil and gas professionals in Alberta who receive fair competitive compensation. We consider the risk of modern slavery in our direct operations to be minimal.
- **Supply Chain:** Most suppliers operate in Canada under stringent regulatory frameworks. We recognize that risk may exist deeper within the supply chains of our vendors, particularly where goods originate from outside Canada. However, based on vendor representations, our expanded compliance processes, and the ethical standards of the Canadian oil and gas industry, we assess this risk as low. These risks are managed through the policies, due diligence, and compliance processes described above, which are designed to identify, assess, and mitigate potential exposure to modern slavery.

## **7. Remediation Measures**

To date, no suppliers have reported any risk or occurrence of modern slavery within their operations or supply chains. Accordingly, as Artis has not undertaken any remediation measures, we are not aware of any resulting loss of income to vulnerable families requiring remediation.

## **8. Employee Training**

In addition to our annual requirement for all employees to recertify their adherence to the Code, Artis implemented formal modern slavery training for operations staff in 2025, covering:

- Definitions and indicators of modern slavery;
- Global and domestic risk contexts;
- Reporting obligations under the Act; and
- The requirement to use only approved vendors through ComplyWorks.

This training will continue annually and during onboarding.

## **9. Assessment of Effectiveness**

Artis continues to evaluate the effectiveness of our policies, processes, and controls. In 2025, the following measures strengthened our oversight:

- Expanded vendor categories within ComplyWorks;
- Quarterly spend-to-vendor compliance checks;
- Enhanced contractual obligations; and
- Formal training for operations staff.

Based on our review of our workforce, suppliers, and compliance practices, Artis continues to assess the risk of modern slavery in our operations and supply chain as low. We remain committed to continuous improvement and will continue to consult with peers and external counsel to align with best practices.

## **10. Looking Forward**

In 2026, Artis will continue to:

- Monitor and evaluate modern slavery risks;
- Enhance vendor due diligence;
- Strengthen training and awareness programs;
- Review the effectiveness of our compliance management processes; and
- Ensure alignment with evolving regulatory expectations under the Act.

Artis will finalize the implementation of the updated Contractor Services Agreement, which now includes explicit modern slavery mitigation requirements for vendors. The updated terms were issued late in 2025, and a small number of vendors are still in the process of completing their sign-off, and securing these remaining acknowledgments are a priority in 2026.

Artis remains committed to maintaining the highest ethical standards and a zero-tolerance approach to modern slavery.

## **11. Approval and Attestation of the Report**

This report was approved by the Company's Board of Directors on May 21, 2026, pursuant to paragraph 11(4)(a) of the Act and will be filed with the Minister of Public Safety and Emergency Preparedness.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest, on behalf of the Company, and with no personal liability, that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

(signed) "Darryl Metcalfe"

Darryl Metcalfe  
President & C.E.O.  
May 21, 2026

I have the authority to bind the Company.