

## OVERVIEW

Integral has a whistleblower policy to ensure that we are conducting our business in the most ethical manner possible. Integral requires directors, managers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Integral, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

### Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Integral can address and correct inappropriate conduct and actions. It is the responsibility of all directors, managers and employees to report concerns about violations of Integral's Code of Business Conduct & Ethics or suspected violations of law or regulations that govern Integral's operations.

### No Retaliation

It is contrary to the values of Integral for anyone to retaliate against any director, manager or employee who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, suspected fraud, or suspected violation of any regulation governing the operations of Integral. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

### Reporting Procedure

Integral has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor or manager. If employees are not comfortable speaking with their supervisor or they are not satisfied with their response, they are encouraged to email:

[whistleblower@integralenergy.ca](mailto:whistleblower@integralenergy.ca)

This is a private and confidential e-mail for anonymous and private submittals.

### Compliance Officer

The Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the President and Vice President of all complaints and their resolutions.

### Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

### **Confidentiality**

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

### **Handling of Reported Violations**

Integral's Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

**DATE: May 23, 2024**

PRESIDENT:   
Brendan Brodie