



---

## Employee Wellness Policy

August 2022

### Purpose

Altius recognizes the importance of its employees and endeavors to provide an environment and policies that address mental, physical, emotional and financial well-being. The Employee Wellness Policy is designed to promote wellness initiatives for mental and physical health. Altius will reimburse up to \$1,000 per year<sup>1</sup> for wellness related activities, programs and services.

Employee wellness programs have many benefits such as helping people become more productive, reducing the number of sick days and various sickness-related expenses and accidents, but, most importantly, employee wellness is a vital aspect of building a happier workplace.

### Eligibility

All full time permanent Altius employees are eligible to participate in this program upon commencement of employment with the Company.

### Elements

Altius' employee wellness policy has several goals to help employees to live a healthier lifestyle by maintaining a healthy weight, quitting smoking, managing stress, lowering blood pressure and cholesterol levels and improving strength and stamina.

Altius aims to promote any outcome that will improve an employee's health using wellness resources such as advice, activity facilities and memberships to promote physical and mental or emotional fitness.

Some examples of these resources are as follows (but not exhaustive):

- Fitness center memberships
- Yoga, Pilates, calisthenics classes etc.
- Personal training
- Sports registration fees
- Nutrition/healthy living counseling

---

Altius Minerals Corporation

**Mailing Address:**

P.O. Box 8263  
St. John's, NL, A1B 3N4 CANADA

**Civic Address:**

2<sup>nd</sup> Floor, 38 Duffy Place  
St. John's, NL, A1B 4M5 CANADA

**Toll Free:** 1-877-576-2209

**Phone:** 709-576-3440

**Fax:** 709-576-3441

[www.altiusminerals.com](http://www.altiusminerals.com)



- 
- Other pre-approved interests/classes & registrations as they pertain to mental and physical wellness

### Reimbursement

Employees are eligible for reimbursement up to a maximum of \$1,000<sup>1</sup> per annum (less applicable payroll taxes) for any of the above services by submitting an approved expense report with proof of purchase/receipts, etc. Expense reimbursement will only be issued on a quarterly basis. Any unused amounts are not eligible for carry over into the next fiscal year.

*<sup>1</sup> Amount above is as of August 2022, and will be reviewed and potentially modified to reflect inflation adjustments periodically*

---

Altius Minerals Corporation

**Mailing Address:**

P.O. Box 8263  
St. John's, NL, A1B 3N4 CANADA

**Civic Address:**

2<sup>nd</sup> Floor, 38 Duffy Place  
St. John's, NL, A1B 4M5 CANADA

**Toll Free:** 1-877-576-2209

**Phone:** 709-576-3440

**Fax:** 709-576-3441

[www.altiusminerals.com](http://www.altiusminerals.com)