

Diversity Policy

Purpose and Scope

Talamore Mining Corporation (the “**Corporation or Talamore**”) believes in diversity and values the benefits that diversity can bring to its Board of Directors (the “**Board**”) and senior management. This Policy is intended to set out a framework to promote diversity.

Policy Statement

The Board recognizes that diversity among its directors will support balanced decision and debate which, in turn, will enhance decision making by the Board by utilizing the difference in perspective of the members of the Board. For Talamore, diversity includes gender, ethnicity, age, race, religion, disability, cultural and socioeconomic background, nationality, sexual orientation, language, educational background, and expertise.

The Governance and Nominating Committee of the Board (“**GNC Committee**”) Charter includes recommending director candidates for election to the Board and annually evaluating the overall performance of the Board. In reviewing the composition of the Board, the GNC Committee will consider the benefits of diversity in order to maintain an optimum mix of skills, knowledge and experience on the Board.

The selection of candidates for appointment to the Board will be based on merit. Within that overriding emphasis on merit, the GNC Committee shall seek to fill Board vacancies by considering candidates that bring a diversity of background and industry or related expertise and experience to the Board. The GNC Committee’s considerations shall include achieving an appropriate level of diversity having regard to factors such as skills, business and other experience and education.

The Board and the Corporation are committed to ensuring a diverse and inclusive culture across the organization, in particular at the executive level, by promoting equality of opportunity. The Board will encourage and support the Corporation in its efforts, including seeking external independent advisory services as appropriate, to foster a collaborative and innovative workforce and to ensure that a diverse group of individuals are considered for executive and managerial roles.

Monitoring and Reporting

The GNC Committee is responsible for monitoring compliance with the Policy and for reviewing and assessing the effectiveness of the Policy in promoting diversity to the Board and senior management on an annual basis.

In doing so, the GNC Committee will, among other things:

- (a) consider the representation of women in the identification and selection of candidates for Board and executive officer positions, taking into account relevant skills, knowledge, experience and personal qualities; and
- (b) review diversity on the Board and within senior management and report to the Board annually.

Review of the Policy

The GNC Committee will review this Policy from time to time as necessary and make recommendations on any required changes to the Board for consideration and approval.

Approved by the Board: April 2, 2026