

Health and Safety Policy

Context

Talamore Mining Corporation ("Talamore" or the "Company") is committed to providing a safe and healthy working environment for our employees, contractors, visitors and host communities, placing health and safety at the core of all we do. We will work to foster a culture that recognizes health and safety as individual and collective responsibilities, and promotes collaboration, accountability and transparency at all levels. We explicitly note that a safe and healthy workplace is one that protects against physical hazards as well as violence, harassment and abusive behaviour.

Purpose

These policy statements aim to achieve our collective health and safety mission: that no lives are lost or harmed by occupational illness or injury while working for the Company.

Scope

This Policy is global in scope and applies to all directors, officers, employees, contractors, service providers, and visitors of the Company, as well as its subsidiaries, any majority-owned joint venture, or other types of business partnerships. At joint ventures where the Company does not have majority operational control, we will use this Policy to guide our approach. It applies to all sites and mine life cycle phases, including exploration, design, construction, operation, and closure.

Policy

Every worker, contractor and visitor should expect to return home from our sites, unharmed by anything in the workplace. To achieve this, the Company will:

- Fulfill our obligations in respect of legal and regulatory requirements in the jurisdictions where we operate.
- Maintain a Health and Safety Management System ("HSMS") to ensure consistency, set objectives, and measure against them.
- Promote a culture of personal and collective responsibility for health and safety, with effective leadership from supervisors, managers and executives.
- Actively involve and consult our employees in all aspects of health and safety and encourage participation in programs to promote health and well-being.
- Affirm the right of workers to refuse to perform unsafe work and protect workers from reprisal for reporting hazards or incidents.
- Encourage the timely reporting of all accidents, incidents and near misses to allow for proper investigation and implementation of preventive measures.

- Periodically assess and, where appropriate, audit and assess the systems and practices at our sites to promote continuous improvement of our health and safety measures.
- Provide appropriate training and equipment to allow work to be carried out safely and enable appropriate actions in the event of an emergency.
- Enforce disciplinary action following deliberate violations of safe working practices or procedures.

Administration

This policy has been approved by the Board of Directors and is administered by Management.

Changes

This policy will be reviewed annually. Directors, officers, employees, and contractors of the Company will receive a copy of this policy within 60 days of:

- The start or appointment date for any Director, Officer, Employee, Contractor, Service Provider or Vendor.
- Implementation or changes to the policy

Visitors will receive a copy of the policy before their site visit date.

Approved by the Board: April 2, 2026