



Talamore Mining  
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Canada  
[www.talamoremining.com](http://www.talamoremining.com)

## Sustainability Policy

### Context

Talamore Mining Corporation (“Talamore” or the “Company”) is committed to conducting its activities in a responsible and sustainable manner that protects the environment and contributes positively to the communities in which we operate. We recognize that our activities may impact the environment, local communities, and Indigenous Peoples and will manage these impacts through responsible practices, meaningful engagement, and strong governance. We foster a culture in which sustainability and social performance are shared responsibilities, guided by transparency, integrity, continuous improvement, and a commitment to leaving a positive legacy.

### Purpose

These policy statements establish our commitment to managing environmental and social impacts responsibly and integrating sustainability into all aspects of our business.

### 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

The Company will integrate sustainability and social performance into all aspects of its business. To achieve this, the Company will:

#### Environment

- Meet applicable environmental laws and regulations and consider alignment with recognized industry standard in the jurisdictions we operate.
- Identify, assess, and manage environmental risks and impacts across the full mine life cycle.
- Manage impacts on water, biodiversity, and air quality through responsible design, operation, and closure.
- Integrate climate considerations, including reducing emissions and improving efficiency in the use of energy, water, and materials where practical.
- Manage hazardous materials, waste, and tailings responsibly in accordance with recognized good practices.

- Maintain preparedness to respond effectively to environmental incidents and communicate transparently with the community.
- Equip employees and contractors with the training, resources, and accountability needed to meet environmental commitments.
- Support environmental stewardship initiatives in the regions where we operate.

## Communities and Indigenous Peoples

- Engage early, transparently, and meaningfully with communities and Indigenous Peoples.
- Conduct engagement in a culturally appropriate and inclusive manner.
- Recognize and respect Indigenous rights, interests, cultural heritage, and traditional knowledge.
- Maintain accessible and fair grievance mechanisms and respond to concerns in a timely manner.
- Consider community and Indigenous perspectives into project planning and decision-making.
- Work with communities and Indigenous Peoples to support long-term social, cultural, and economic well-being.

## Social Performance

- Identify, assess, and manage social risks and impacts across the project life cycle.
- Respect internationally recognized human rights.
- Work with communities, governments, and organizations to support local priorities and sustainability.
- Contribute to local and regional economies through employment, procurement, and community investment.
- Promote safe, inclusive, and respectful workplaces.
- Create shared value and a positive legacy.

## Governance and Accountability

- Integrate environmental, socio-economic, human rights, Indigenous rights, and governance best practices into the Company's business processes.
- Establish clear roles, responsibilities, and oversight for sustainability and social performance.
- Maintain management systems to set objectives, monitor performance, and drive continuous improvement.
- Conduct periodic assessments and due diligence to evaluate performance and compliance.
- Provide employees and contractors with the training, resources, and accountability to meet these commitments.
- Communicate openly and disclose information on sustainability performance, as appropriate.

## 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**