

## **Silver Tiger Diversity Equity and Inclusion Policy**

Approved by Board: Effective January 1, 2026

The Corporation or “Silver Tiger” supports a diverse, equitable and inclusive workplace. We are committed to creating a working environment that is free of discrimination and offers everyone equal opportunities to reach their potential.

We understand that diversity, equity and inclusion (DEI) is critical to the success of our business. We respect differences in age, race, ethnicity, ability, religion, language, nationality, sex, sexual orientation, gender, and culture. We celebrate individual differences and understand that promoting DEI is a key pathway to create organizational value.

We work to attract, retain and promote a diverse workforce by considering diversity criteria in our hiring process and ensuring that our executive team members understand the importance of attracting diverse talent. For our employees, we deliver awareness training that outlines our zero-tolerance approach to discrimination, harassment and all forms of verbal and physical abuse. Our employees and stakeholders are encouraged to identify and avoid biases and speak out against discrimination. If issues are raised, we are committed to ensuring open lines of communication, a thorough investigation, and no fear of reprimand for the reportee.

Our Board of Directors recognizes that diverse representation must exist at all levels of our company. Beyond our employee hiring process, we will consider diversity when determining the composition of our Board and ensure efforts are made to include women for appointment and in our decision making process. The Board appointment process will be reviewed on an annual basis to ensure our diversity objectives have been met.

We aim to reflect the diversity in the regions we operate. We are committed to Indigenous engagement and reconciliation at all mining stages and across all levels of our organization. We are developing a DEI strategy that will encourage all of our stakeholders to support diversity throughout our supply chain.

Our commitment to DEI aligns with our Code of Conduct and Human Rights Policy. As covered in our Human Rights Policy, we will comply with the UN Guiding Principles Reporting Framework

to monitor and improve our processes that contribute to Silver Tiger's inclusive and equitable workforce.

Our sustainability report will include a review of our DEI efforts and our continuous commitment to improve our performance. We will collect data on DEI and benchmark our data against previous years to ensure improvements in addressing inequalities. We will continue to implement remediation processes when DEI-related issues occur.

Our Board of Directors will be responsible for the oversight of this DEI Policy and ensure its implementation throughout the organization, including by the executive and management leadership.