

Human Rights Policy

This policy was approved by the Board of Directors effective January 1, 2026.

Mission Statement

The Corporation or “Silver Tiger” is dedicated to respecting the human rights of all individuals impacted by our operations, including employees, contractors, external stakeholders, and the communities in which we operate. This Human Rights Policy applies to all directors, officers, employees, and consultants of Silver Tiger and all other persons acting on behalf of Silver Tiger, including our senior executives and members of the Board of Directors (“**Silver Tiger Personnel**”). We are committed to protecting human rights and seek to avoid causing or contributing to human rights violations by diligently managing and addressing potential impacts.

Our Approach

This Human Rights Policy outlines Silver Tiger’s commitment to respecting, protecting, and promoting all human rights as outlined in the Universal Declaration of Humans Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises, the Voluntary Principles on Security and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations (UN) Declaration on the Rights of Indigenous Peoples. Our practices and activities to uphold the best practices on human rights are informed by the UN Guiding Principles on Business and Human Rights.

We consider “human rights” to be all internationally recognized human rights in the International Bill of Human Rights and the ILO Declaration of Fundamental Principles and Rights at Work.

Our Commitment

We recognize that the nature of mining activities can have risks related to human rights. Our approach to respecting, protecting, and promoting human rights includes the following commitments:

- We are committed to mitigating and managing human rights concerns through open lines of communication with our stakeholders.
- We comply with the local laws and regulations on human rights and consciously act to not infringe on these rights, whether directly or indirectly through association with others, across our supply chain.
- We uphold the rights of historically disadvantaged groups that may be impacted by our activities including Indigenous peoples, women, and children. We prioritize inclusive practices, promote gender equality, and work to prevent any adverse impacts on vulnerable groups, in all our operations.
- We respect the history, culture, and traditional ways of Indigenous peoples, and seek to engage respectfully with Indigenous communities that are present and directly impacted by our activities.
- We will continue to implement rigorous processes that go beyond compliance with the remediation processes of local laws and regulations where it is alleged that human rights have been violated.
- We will ensure all Silver Tiger Personnel are informed of these rights, supported with training, to manage and report concerns regarding human rights. Additionally, we adhere to the Voluntary Principles on Security and Human Rights, ensuring that all security operations are conducted with respect for human rights and that our security personnel are thoroughly trained to uphold these principles.
- We do not tolerate the use of human trafficking, child labour, prison labour or any form of forced labour, slavery or servitude in our operations or supply chain, and shall work to prevent them in our sphere of influence.
- We uphold labor rights, promote a safe work environment, and respect the right to freedom of association and collective bargaining. We are dedicated to promoting a fair, diverse,

and inclusive workplace, ensuring that male and female employees receive equal pay for work of equal value in comparable jurisdictions.

Reporting and Compliance

We understand it is our responsibility to ensure that this policy is understood and met by all our stakeholders. We expect our partners and suppliers to act lawfully and accordingly to meet their responsibilities to respect human rights by also agreeing to comply with this policy and our Supplier Code of Conduct.

We will implement the [UN Guiding Principles Reporting Framework](#) to report our progress on human rights and we will disclose our performance annually in our Sustainability Report. We monitor our performance by conducting due diligence, risk assessments, periodic audits, or review of mining sites.

We provide Silver Tiger Personnel with accessible grievance mechanisms, such as through our Whistleblower Policy. Silver Tiger Personnel can submit confidential, anonymous concerns to a designated Complaints Officer. This allows human rights complaints to be reported and addressed without any prejudice to the complainant(s). We expect all Silver Tiger Personnel to report in good faith any suspected violations of this Human Rights Policy as soon as possible. The Complaints Officer must report to the Audit Committee which may determine an investigation is necessary. In the event a complaint or submission is received, there shall be no retaliation or adverse treatment of the complainant(s).

Governance

Our Board of Directors will be responsible for the oversight of this Human Rights Policy and ensure its implementation throughout the organization, including by executive and management leadership. The Human Rights Policy supplements and should be read in conjunction with our other policies that may be applicable to Silver Tiger Personnel, including without limitation our Code of Business Conduct and Ethics; Whistleblower Policy; and Supplier Code of Conduct.