CORPORATE SOCIAL RESPONSIBILITY POLICY

Vior Gold Corporation Inc. (“**Vior Gold Corporation**” or the “**Corporation**”) is dedicated to conducting its business in a socially responsible and ethical manner. Vior Gold Corporation recognizes the importance of establishing strong relationships with Indigenous and local host communities, complying with legal and regulatory requirements, promoting sustainable development, and protecting the environment. This Corporate Social Responsibility (“**CSR**”) Policy (the “**Policy**”) reflects Vior Gold Corporation’s commitment to these principles and outlines its approach to community relations, environmental stewardship, sustainability, health and safety, and ethical business practices:

COMMUNITY RELATIONS

- Establishing respectful relationships with Indigenous and local communities.
- Complying with laws and regulations.
- Identifying stakeholders early and engaging in culturally appropriate ways.
- Integrating traditional knowledge and community interests.
- Promoting cross-cultural understanding among employees.
- Developing collaborative arrangements with communities and governments.
- Supporting community development programs.
- Respecting social, economic, environmental, and cultural interests.
- Encouraging Indigenous participation in environmental activities.
- Maintaining a feedback system and grievance mechanism.
- Striving for continuous improvement in community relations.

ENVIRONMENTAL STEWARDSHIP

- Protecting the environment.
- Complying with environmental laws and regulations.
- Evaluating activities for potential impacts and risks.
- Applying mitigation approaches to prevent biodiversity loss.
- Developing emergency action plans.
- Using approved technologies to minimize environmental risks.
- Raising environmental awareness among employees.
- Ensuring efficient use of natural resources.
- Minimizing emissions and environmental footprint.
- Restoring sites through rehabilitation measures.
- Consulting and informing interested parties about environmental objectives.
- Aiming for continuous improvement in environmental management.
- Collaborating with communities and governments on environmental conservation.

SUSTAINABILITY

- Mitigating the footprint of exploration activities.
- Following corporate governance guidelines and code of ethics.
- Ensuring responsible governance and management.
- Complying with health and safety laws and regulations.
- Establishing constructive dialogue with stakeholders.
- Minimizing environmental footprint and promoting best practices.
- Generating local benefits and contributing to development.
- Fostering honesty, integrity, transparency, and accountability.
- Respecting human rights in all activities.
- Assessing risks and challenges for exploration projects.

HEALTH & SAFETY

- Protecting the health and safety of workers, partners, and the general population.
- Complying with health and safety laws and regulations.
- Developing emergency action plans.
- Using approved technologies to minimize health and safety risks.
- Providing continuing education for employees.
- Developing prevention activities tailored to workplaces.
- Aiming for continuous improvement in health and safety management.
- Ensuring necessary resources are available to implement this Policy.

ETHICAL BUSINESS PRACTICES

- Upholding transparency and accountability in all business dealings.
- Ensuring compliance with applicable laws and regulations.

- Promoting fair and ethical labor practices.
- Encouraging diversity and inclusion within the workforce.
- Supporting human rights and preventing discrimination.

Vior Gold Corporation believes that its commitment to corporate social responsibility is essential to our success and the well-being of the communities in which it operates. Vior Gold Corporation is dedicated to continuously improving its CSR practices and fostering a positive impact on society and the environment.

POLICY REVIEW

The Governance and Compensation Committee shall review this Policy periodically, as it deems appropriate, and propose recommended changes to the Board of Directors. All amendments will be brought to the attention of each Vior Gold Corporation personnel upon becoming effective.

This Policy was adopted by the Board of Directors on August 13, 2025 and amended on March 18, 2026.