



HEALTH AND SAFETY POLICY

Vior Gold Corporation Inc. (“**Vior Gold Corporation**” or the “**Corporation**”) considers the health and safety of our workers, partners and the general population to be an integral part of the application of our five core values: safety, respect, diversity, integrity, and efficiency. Vior Gold Corporation understands the importance of rigorously maintaining and continuously improving an exemplary culture of health and safety.

Through its Health and Safety Policy (the “**Policy**”), Vior Gold Corporation is committed to:

- Protecting the health and safety of its workers, partners and the surrounding communities;
- Strictly complying with the laws and regulations in the jurisdictions in which it operates;
- Implementing its Occupational Health and Safety Management System (OHSMS);
- Evaluating each of its activities in terms of the potential impacts and risks for the natural, human and social environments, with the goal of prevention and protection;
- Developing emergency action plans to mitigate the negative effects of unplanned events;
- Designing and using its facilities with approved technologies and the most efficient techniques in order to minimize the risk to the environment, and to the health and safety of people, while keeping in mind the concerns of the host communities;
- Providing employees with a continuing education program to improve their health and safety skills and knowledge;
- Continuously developing prevention activities that meet industry standards and are tailored to the needs and uniqueness of its workplaces;
- Aiming for continuous improvement by implementing its OHMS, annually reviewing its commitments and objectives, collecting and analyzing statistics, conducting audits and developing plans and targets to improve performance; and
- Ensuring that the necessary resources – human, material and financial – are available to promote, plan and implement this Policy.

In order to achieve its health and safety objectives, Vior Gold Corporation expects:

- All executives, managers and supervisors to be responsible in promoting and maintaining its health and safety culture, and accepting responsibility for the elimination of potential risks;
- All executives, managers and supervisors to support this Policy by developing, implementing and maintaining standards and protocols to achieve performance targets and support on-site activities;
- All employees, subcontractors and suppliers of goods and services to be responsible for carrying out their activities according to this Policy; and
- Health and safety issues are presented regularly to the Board of Directors to monitor its performance, including all corrective measures, and to confirm that Vior Gold Corporation adheres to this Policy.



**VIOR GOLD
CORPORATION**

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.