



HUMAN RIGHTS POLICY

At Vior Gold Corporation Inc. (“**Vior Gold Corporation**” or the “**Corporation**”), respect for human rights is an essential part of its philosophy and Vior Gold Corporation is committed to treating all of its stakeholders with fairness and dignity. Vior Gold Corporation strives to contribute positively to the well-being of the local communities in which it operates, by building mutually beneficial relationships and minimizing the negative social and human rights impact of its activities.

This Human Rights Policy (“**Policy**”) aims to serve the best interests of all of its stakeholders. Vior Gold Corporation considers stakeholders to include its employees, contractors, suppliers, business partners, the local communities, and individuals who live near its exploration sites or who are impacted by its business activities.

Vior Gold Corporation’s approach is based on international instruments such as the International Bill of Human Rights, the United Nations Guiding Principles and the fundamental principles of the International Labor Organization, in order to meet its commitment to implement the Responsible Gold Mining Principles.

1. OBJECTIVE

The Policy describes the fundamental principles of Vior Gold Corporation's approach to human rights and how it demonstrates its commitment to respecting internationally recognized human rights in accordance with the Principles United Nations guidelines on business and human rights.

This Policy applies to all Vior Gold Corporation’s personnel, senior management, and business partners.

2. GUIDING PRINCIPLES

Vior Gold Corporation will not participate in actions that violate universal human rights recognized by national and international legislation.

Vior Gold Corporation advocates the following principles in its actions and its exploration:

- Demand unconditional respect for human rights from all its employees and business partners.
- Ensure that this policy is known to all its internal and external stakeholders.
- Ensure non-discrimination based on sex, age, ethnicity, origin or heritage, gender identity, disability, or any other circumstance likely to be a source of discrimination.
- Refuse child labour and forced labour in all its forms, and any manifestation of abuse of authority.
- Ensure the safety and protect the health of its employees by making safety an essential value.
- Work closely with local communities by encouraging initiatives and continuous dialogue, paying particular attention to vulnerable groups.
- Reject corruption in all its forms by committing to respect the highest ethical standards as well as to apply the law and the principle of zero tolerance in the face of bad practices.
- Establish whistleblowing and complaint mechanisms to deal with possible cases of human rights violations.
- Respect the freedom of affiliation and association of its employees.
- Ensure confidentiality and respect for the privacy of all persons.

It is everyone's responsibility to honour these commitments. Vior Gold Corporation expects its employees and stakeholders to speak openly and raise concerns about possible violations of its Code of Business Conduct and Ethics and this Policy with their supervisor or through the other communication channels made available.

3. GOVERNANCE AND RESPONSIBILITY

Responsibility for the implementation of this Policy rests with Vior Gold Corporation’s Audit Committee. The latter will report to the Board of Directors, at least once a year, on any human rights issue arising in Vior Gold Corporation's activities or supply chain.

4. CONFIDENTIALITY

a) *Guarantee of the Confidentiality of Complaints*

Vior Gold Corporation undertakes to take measures to ensure compliance with this Policy. Individuals who are targeted or witness to non-compliance with the principles set out in this Policy may report their concerns confidentially through the methods detailed in Vior Gold Corporation’s Whistleblower Policy. Complaints suggesting any violation of this Policy will be treated with the utmost confidentiality.

b) *Consequences of Violation of the Policy*

Violations of this Policy may result in disciplinary action and other consequences, as prescribed by law, against the person or persons concerned. The disciplinary process, including the investigation, must be fair,



impartial and transparent. Based on the findings, Vior Gold Corporation will take appropriate action. This may include cooperating with authorities and taking legal action against employees found guilty of inappropriate behavior covered by the Policy, if applicable.

5. 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 to the Policy will be brought to the attention of all Vior Gold Corporation personnel.

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