



SUSTAINABLE DEVELOPMENT POLICY

Being active for more than 35 years and exploring with success in the natural environment, Vior Gold Corporation Inc. (“**Vior Gold Corporation**” or the “**Corporation**”) is highly conscious of the fragility and the importance in the preservation of these environments. Exploration and mining activities have various social and environmental footprints and impacts. Vior Gold Corporation aims to mitigate the overall footprint of any exploration activities by using a careful and thoughtful approach. It also looks to work closely with the local communities in order to help align their mutual goals and benefits. In that regard and to ensure continuity in its long-term governance.

Vior Gold Corporation has adopted a sustainable development policy that captures the Corporation’s vision in the matter. This policy is inspired by the Corporation’s long-standing practices and by the e3 Plus framework developed by the Prospectors and Developers Association of Canada, which aims to provide exploration companies with the tools and knowledge to apply best practices in corporate social responsibility, environmental management, community engagement, and health and safety. Vior Gold Corporation applies these principles by following corporate governance guidelines and the Corporation’s code of ethics in all its daily activities, and encourages its suppliers and consultants to do the same.

RESPONSIBLE GOVERNANCE AND MANAGEMENT

Responsible governance encompasses all of the Corporation’s activities. It is rooted in on compliance with laws and regulations, integrity, transparency, accountability, cooperation, and continuous improvement.

All members of management and employees, at all levels, adhere to the Corporation’s code of ethics and are aware of their environmental and social responsibilities, and work to continuously improve their work practices. All projects are planned and managed with a view to minimizing impacts on the environment and local communities, in a sustainable development perspective.

HEALTH AND SAFETY

The Corporation complies with all laws and regulations relating to health and safety in all its exploration activities, and applies best practices to ensure the health and safety of its employees and local populations. Its objective is to provide a healthy and safe workplace for its employees with a strong focus on prevention.

DIALOGUE AND COMMUNICATION

Sharing the land is critical and coexistence with other users must be based on proactive, open, and transparent dialogue and communication. Vior Gold Corporation strives to establish a constructive dialogue and interacts in good faith with local authorities, Native communities, government agencies, stakeholders and other land users.

ENVIRONMENT

The Corporation complies with all laws and regulations relating to environmental protection in all its exploration activities. Vior Gold Corporation strives to minimize its environmental footprint and promotes best environmental practices wherever it operates.

SOCIO-ECONOMIC DEVELOPMENT OF HOST COMMUNITIES

The Corporation aims to generate benefits locally and contribute to local development whenever possible, by building constructive partnerships that will prove beneficial for all parties involved and in line with the vision of host communities.

ETHICAL CONDUCT

Vior Gold Corporation uses and enforces management procedures that foster honesty, integrity, transparency, and accountability. The Corporation conducts all its activities and exchanges in an ethical manner and does not condone or associate with unethical behavior.

HUMAN RIGHTS

Vior Gold Corporation ensures human rights are respected in all its activities, for all its employees, suppliers, consultants, and local populations. All members of management and employees are aware of their responsibilities in this regard, and suppliers and consultants are also encouraged to follow the Corporation’s policy.

RISK MANAGEMENT

Vior Gold Corporation diligently assesses risks and challenges relating to each exploration project. This involves careful planning of exploration activities, paying special attention to the applicable legal and regulatory framework and to the potential impacts on local populations and the environment, while ensuring the health and safety of its workers.

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