



**VIOR GOLD
CORPORATION**

WORKPLACE VIOLENCE POLICY

Vior Gold Corporation Inc. (“**Vior Gold Corporation**” or the “**Corporation**”) is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. This Workplace Violence Policy (the “**Policy**”) evidence Vior Gold Corporation’s commitment to take whatever steps are reasonable to protect its workers from workplace violence from all sources.

Workplace violence is an occupational health and safety hazard. Workplace violence can be defined as:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; or
- A statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Some of the types of violence that workers could experience in the workplace include hitting, pushing, physical assault, sexual assault, stalking, criminal harassment, robbery, or threats of violence. Violent behavior will not be tolerated from any person in the workplace. This Policy applies to all Vior Gold Corporation directors, officers, supervisors, employees, consultants, visitors, and contractors. Everyone is expected to uphold this policy and to work together to prevent workplace violence. Any person found to be engaging in any form of workplace violence will be terminated.

There is a Workplace Violence and Harassment Program that implements this Policy. It includes measures and procedures to protect workers from workplace violence and/or harassment, a means of summoning immediate assistance and a process for workers to report incidents or raise concerns. Vior Gold Corporation as the employer, will ensure that this Policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

Supervisors must adhere to this Policy and this supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves.

Every worker must work in compliance with this Policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats to their supervisor. Any director, officer, or supervisor who becomes aware of any action which could constitute a violation to this Policy, is required to report such violation immediately via e-mail to whistleblower@thetandmemteam.com. If an incident involving a supervisor occurs, workers are also encouraged to report such violation to whistleblower@thetandmemteam.com. Such reports will be treated sensitively and seriously, in the strictest confidence and in accordance with this Policy and all applicable laws and regulations.

Management pledges to investigate and deal with all incidents and complaints of workplace violence in a timely and fair manner, respecting the privacy of all concerned to the extent possible.

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.