



<b>TOREX STATEMENT OF POLICY AND PROCEDURE</b>	
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Department:	<b>CORPORATE</b>	
Number/Subject:	<b>C3.01 Code of Business Conduct and Ethics</b>	
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Reviewed by:	Audit Committee	
Approved by:	Board of Directors	

## TOREX GOLD RESOURCES INC.

### Code of Business Conduct and Ethics

#### Our Commitment to Ethical Business Conduct

At Torex Gold Resources Inc. (the “**Corporation**”), we strive to conduct ourselves in a manner that is, and is perceived by others to be, trustworthy, loving, courageous, dignifying, honest and fair.

We believe these core values are the key to the success of the Corporation and, for that reason, they are the foundation of our Code of Business Conduct and Ethics (this “**Code**”). This Code affirms the commitment of the Corporation to conduct its business and affairs in alignment with our core values, while also specifying the behaviour expected from the Board of Directors (the “**Board**”), the senior officers and all our employees.

Each of us represents the Corporation in our relationships with others, including the customers, suppliers, contractors, partners, investors, competitors and employees of the Corporation, governments and the general public. The Corporation expects each of us to act in a manner that will enhance the reputation of the Corporation for conducting its business and affairs in alignment with our core values and to avoid any conflict that might reflect unfavourably upon us or the Corporation.

This Code has been adopted by the Board and applies to each employee of the Corporation and its subsidiaries, including the President and Chief Executive Officer (“**CEO**”) and other senior officers, as well as to the members of the Board.

#### Guiding Principles

All of us who conduct business on behalf of the Corporation must be guided by the following principles, which serve as the foundation of this Code and the policies that reinforce it:

- (a) act ethically and honestly;
- (b) accept responsibility and be accountable for our actions;
- (c) make decisions which are in the best interests of the Corporation;
- (d) honour the agreements and commitments of the Corporation;
- (e) conduct our business in an environmentally and socially responsible manner;
- (f) communicate with all of the stakeholders of the Corporation in an honest and straight-forward manner;
- (g) select and treat the employees of the Corporation in a respectful, fair and equitable manner and foster a work environment that is safe and healthy and free from discrimination, harassment, intimidation and hostility of any kind; and
- (h) obey all laws governing the conduct of the business and affairs of the Corporation.

## **Standards of Conduct**

### ***Our Workplace***

Health and Safety: The health and safety goal of the Corporation is for every person to be safe and health every day, both at work and at home. Achieving this goal depends upon each of us, and we are all expected and obligated to:

- (a) be aware of the safety issues involved in performing our work as we are responsible for our own health and safety as well as the health and safety of each other;
- (b) work safely by adhering to legislation, policies and work procedures and communicating unacceptable practices to management of the Corporation;
- (c) participate in training and continuously improve our processes and performance;
- (d) be familiar with the policies, programs and systems of the Corporation; and
- (e) perform our employment in a professional manner, free from the effects of drugs and alcohol.

Respect and Dignity: The Corporation is committed to establishing and maintaining a work environment where everyone is treated with respect and dignity. It is the responsibility of each of us to foster and encourage such an environment.

Discrimination, Harassment and Violence: The Corporation will not tolerate:

- (a) discrimination against any individual or group on the basis of race, gender, religion, national origin, marital or family status, sexual orientation, age, physical limitation or any other personal characteristics protected by law;
- (b) intimidation, harassment or bullying of any kind, with harassment being any type of repeated unwelcome behaviour, including sexual, racial, religious, psychological, physical, verbal or other abuse;
- (c) workplace violence of any kind, with workplace violence being any act in which a person is abused, threatened, intimidated or assaulted in his or her employment.

The Corporation will investigate and deal with all concerns, complaints or incidents of workplace discrimination, harassment or violence in a fair and timely manner, while respecting the employee's privacy as much as possible. It is each employee's responsibility to participate in any investigation process initiated or conducted by the Corporation or any external party engaged by the Corporation for this purpose.

Hiring Family Members: Although the Corporation may employ more than one person from the same family, the Corporation will not permit the supervision of one family member by another family member. Any potential hiring of more than one person from the same family must receive prior approval from the Corporate Governance and Nominating Committee.

## ***Our Environment***

We are committed to sound environmental management and aim to manage exploration, mining and other operations in a manner that minimizes any adverse effect on the environment. With that as context, the Corporation will:

- (a) maintain active, continuing and independently audited programs to ensure compliance with corporate policies, applicable legislation and government requirements;
- (b) design, implement and continually evaluate the management systems of the Corporation;
- (c) regularly measure the performance of the Corporation against recognized industry standards and best practices; and
- (d) provide employees with the resources necessary to identify, manage and reduce environmental risk and, in return, the Corporation expects us to understand our compliance obligations and conduct our activities in a manner consistent with the environmental policy of the Corporation as well as generally accepted environmental policies and procedures. It is incumbent on employees to take responsibility for aspects of environmental matters over which we have control.

## ***Our Relationships***

Conflicts of Interest: A conflict of interest arises where our position or responsibilities with the Corporation present an opportunity for personal gain, apart from the normal rewards of being a director, senior officer or other employee to the detriment of the Corporation. A conflict of interest also arises where our outside personal interests are inconsistent with those of the Corporation and create conflicting loyalties. Each of us has an obligation to act with honesty, in good faith and in the best interests of the Corporation. It is our responsibility to avoid any relationship or activity that might create, or appear to create, a conflict between our personal interests and the interests of the Corporation.

Conflicting Personal Interests: There are many situations in which our personal interests may conflict with those of the Corporation and cause us to give preference to personal interests in situations where corporate responsibilities should come first. For example:

- (a) acquiring any property, security or business, or any interest therein, which we know the Corporation has an interest in acquiring;
- (b) serving as a director or officer of, or working as an employee or consultant for, a competitor or an actual or potential business partner of the Corporation;
- (c) investing in, or trading in the securities of, a competitor, supplier, customer or an actual or potential business partner of the Corporation where such investment or trading may influence our business decisions or compromise our independent judgment; and
- (d) participating in another business interest or activity that deprives the Corporation of the time or attention required to perform our duties properly or creates an obligation or distraction which impairs the exercise of our independent judgment, fiduciary responsibility, initiative or efficiency in acting on behalf of the Corporation.

Before we participate in any outside business interest in any manner which could give rise to such a conflict of interest – either real or perceived - we should first disclose that interest to the Corporation and obtain approval to pursue such interest. We should always err on the side of caution.

Deemed Conflicts of Interest Involving Directors and Officers: Without limiting the generality of the foregoing, and in addition to conflicts of interest that must be disclosed under applicable laws governing the Corporation, the following interests of directors and officers of the Corporation must be disclosed to the Chairman of the Board (the “**Chairman**”) and approved by the Board (with any director who will acquire the interest under consideration not participating in the discussion or voting thereon) before any action may be taken by the director or officer to acquire the interest:

- (a) the ownership of any securities or other interest by a director or officer of the Corporation, or by a family member of such director or officer residing in the same residence as the director or officer, in an entity involved, directly or through subsidiaries or other controlled entities, in the production of, or exploration for, any mineral in the Mexican state of Guerrero (a “**Restricted Entity**”), or any option or other right giving the holder the right to receive or purchase any such securities or other interest in a Restricted Entity;
- (b) the lending of money or the giving of other financial assistance by a director or officer of the Corporation, or by a family member of such director or officer residing in the same residence as the director or officer, to a Restricted Entity; or
- (c) a director or officer of the Corporation, or a family member of such director or officer residing in the same residence as the director or officer, becoming, or acting in the capacity of, an agent, employee, advisor, contractor, officer or director of a Restricted Entity,

provided that no disclosure to the Chairman or Board approval is required under this Code for the purchase of securities (including debt securities) in a Restricted Entity if:

- (d) the securities of the Restricted Entity are listed on a stock exchange;
- (e) the securities are purchased on a stock exchange;
- (f) the number of securities held in any class of securities of the Restricted Entity by the director or officer, and the family members of such director or officer residing in the same residence as the director or officer, represent in the aggregate less than 5% of the number of outstanding securities of that class, and in the aggregate less than 5% of both the outstanding voting and equity interests in the Restricted Entity;
- (g) the assets, revenue and earnings of the Restricted Entity derived from activities in the Mexican state of Guerrero in the financial year and financial quarter of the Restricted Entity reported immediately prior to the investment by the director, officer or family member were less than 50% of the assets, revenues and earnings of the Restricted Entity on a consolidated basis for each of such reported periods; and
- (h) the director or officer of the Corporation making the investment is not, nor is any family member of such director or officer residing in the same residence as the director or

officer, an agent, employee, advisor, contractor, officer or director of the Restricted Entity, nor acting in any such capacity.

In the case of a potential conflict of interest involving the Chairman, the Chairman will advise the Chair of the Audit Committee, who will present the matter to the Board for consideration without participation by the Chairman and the Chairman shall not vote on the matter.

An interest in a third party held by a director or officer of the Corporation, or family member of such director or officer residing in the same residence as the director or officer, might not initially create any conflict of interest; however, through the actions of the third party, it may create a conflict of interest or perceived conflict of interest, such as when that third party enters into contracts or competition with the Corporation or becomes a Restricted Entity. In such case, the director or officer, upon learning of a development that might cause a conflict of interest, must report the matter, as set out in this Section entitled "Standards of Conduct – Our Relationship with Others – Deemed Conflicts of Interest Involving Directors and Officers". As well, the director, officer or family member holding such interest may be asked by the Board to divest themselves of such interest.

Corporate Opportunities: We owe a duty to the Corporation to advance its legitimate interests when the opportunity to do so arises. Any opportunity that becomes available to us by reason of our position with the Corporation must be disclosed and be treated as belonging to the Corporation.

Gifts and Entertainment: We should not use our position with the Corporation to obtain personal gain or benefit from other employees or from those doing or seeking to do business with the Corporation. Actions taken and decisions made must be on an impartial and objective assessment of the facts in each situation, free from the influence of gifts, which may adversely affect our judgment.

Customers, suppliers, contractors, consultants and others doing or seeking to do business with the Corporation must be selected and dealt with in an impartial manner, without favour or preference based upon any consideration other than the best interests of the Corporation.

Therefore, we may not accept from or provide to, directly or indirectly, for personal benefit, any payment, service, loan, other compensation or benefit from a customer, supplier, contractor, consultant or other individual or entity doing or seeking to do business with the Corporation. This also applies to anyone representing a competitor of, the Corporation if it could reasonably be considered to be extravagant for the recipient or otherwise improperly influencing the business relationship of the Corporation with, or create an obligation to, the recipient.

This prohibition does not prevent us from accepting or providing modest gifts or entertainment that are customarily provided to foster important business relationships and which do not (and could not reasonably be perceived to) influence our business decisions or compromise our independent judgment.

Employees should refer to the Gifts Policy and the Anti-Fraud and Anti-Corruption Policy for additional principles regarding the giving and receiving of gifts.

Fair Dealing/Competitive Practices: In keeping with the business interests of the Corporation, we each must endeavour to deal fairly with the counterparties, customers, suppliers, competitors and employees of the Corporation. Therefore, we may not take unfair advantage of anyone through

manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice.

The Corporation firmly believes that fair competition is fundamental to the continuation of the free enterprise system. The Corporation complies with and supports laws that prohibit restraint of trade, unfair practices or abuse of economic power. Accordingly, the Corporation will not enter into arrangements that unlawfully restrict its ability to compete with other businesses, or the ability of any other business organization to compete freely with the Corporation. Our policy also prohibits us from entering into or discussing any unlawful arrangement or understanding that may result in unfair business practices or anticompetitive behaviour.

External Relations: The CEO and the Vice-President, Investor Relations, if any, of the Corporation are responsible for all public relations, including all contact with the media, and are the only individuals authorized to act as public spokespersons for the Corporation. This means that only they, or those designated by them or other persons authorized by the Disclosure Policy of the Corporation, can respond to inquiries or requests for information concerning the Corporation, including from the investment community, the general public, the media, government authorities or other third parties. We must immediately refer any contact from the media to one of them. In addition, any proposed industry presentation or formally issued information about the Corporation must be first reviewed by at least one of them.

Community Relations: The Corporation recognizes that the success of the Corporation is dependent on partnering with our employees, contractors, local and *ejido* communities and other stakeholders. We will engage these communities, use open and honest dialogue to build relationships and trust, and respect their cultural knowledge and heritage.

Government Relations and Political Activities: All dealings between directors, officers and other employees of the Corporation and public officials must be conducted in accordance with the Anti-Bribery and Anti-Corruption Policy of the Corporation. These dealings must occur in a manner that will not compromise the integrity or bring into question the reputation of the Corporation, any representative of the Corporation or any public officials. No unlawful or other improper payment or gift is to be made or offered to any public official with a view to influencing an official act or decision related to retaining or obtaining business, the enactment or enforcement of any law or to obtain any kind of favours.

When it comes to political donations, the Corporation strictly does not make donations or contributions to any candidate for public office or political party -- and does not approve of anyone making them in the name of the Corporation, either officially or unofficially. The Corporation recognizes, however, that we, as individuals, may choose to participate in political activities but these activities must not involve the use of the money, time, equipment, supplies, facilities or other resources of the Corporation. If you are participating in personal political activities, it must be clear that you are acting in your personal capacity and not as a representative of the Corporation.

### ***Protecting the Assets of the Corporation***

The Corporation has made a substantial investment in the assets in our workplace and we are all responsible for protecting such assets against theft, loss, damage, carelessness, misuse and waste. This means:

- (a) we must not use the property of the Corporation for individual profit or any unlawful, unauthorized or unethical purpose;

- (b) we are expected and obligated to exercise care in using the property of the Corporation and not to intentionally damage or destroy such property;
- (c) we must not reproduce, distribute or alter copyrighted materials without the permission of the copyright owner; and
- (d) we must exercise integrity and prudence in incurring and approving business expenses and ensure such expenses are reasonable and serve the business interests of the Corporation.

We must also use the information technology resources (including, but not limited to, computers, e-mail, applications, internet access, telephones and voice mail) of the Corporation for business purposes. The Corporation may monitor our use of such resources because the inappropriate use of these resources may not only interfere with our carrying out business for the Corporation but may also jeopardize the reputation of the Corporation or compliance with regulatory requirements.

The Corporation acknowledges that from time to time the personal use of such information technology resources may be necessary; however, such use should not impact business activities and all use will be governed by our information technology policies. Nevertheless, it must be made clear that you should not expect any privacy in regards to information, data and/or files created, received, opened, stored, modified or sent using the Corporation's information technology resources as the Corporation has at all times the right to access and monitor such information, data and/or files.

### ***Confidential and Proprietary Information and Trade Secrets***

During the course of working for the Corporation, we may have access to information relating to the Corporation, including financial and strategic information, information concerning employees, customers and other third parties with which the Corporation deals, as well as other information that is not available to the general public (through a press release or other public filing). All such information, whether or not it is the subject of copyright or patent, is the property of the Corporation.

We are expected and obligated to safeguard confidential information and not disclose it to anyone other than persons on a "need to know" basis. We are also prohibited from making personal use of such confidential information, including, for example, trading in securities of the Corporation on the basis of such information.

Disclosing or misusing confidential information can have very serious consequences. It can result in legal action against the Corporation and/or its directors, officers or other employees, hurt our ability to compete, affect our financial position, violate the rights of our employees or damage our credibility or reputation. If a situation arises where the disclosure of confidential information is necessary for business reasons, the person who receives the confidential information must be advised that it is to be kept confidential and, in many cases, will need to sign a confidentiality agreement prior to the disclosure being made.

In order to prevent the misuse or inadvertent disclosure of confidential information, the following procedures should be observed:

- (a) confidential information in written form should be kept in a safe place, with access restricted to individuals who “need to know” that confidential information in the necessary course of business;
- (b) confidential matters should not be discussed in public places where the discussion may be overheard (i.e. coffee shop, food court, restaurant, subway, etc.). As a rule of thumb, only discuss Corporate matters in controlled environments where you can verify and validate every person receiving that information, directly and indirectly;
- (c) confidential documents should not be read in public places, left unattended or discarded where they can be retrieved by others;
- (d) transmission of documents via electronic means should be made only where the transmission can be made and received under secure conditions;
- (e) extra copies of confidential documents must be shredded or otherwise destroyed in a safe manner; and
- (f) outside parties privy to confidential information must be informed of their obligation to not divulge such confidential information to anyone else and, where appropriate, should confirm their commitment to non-disclosure in the form of a written confidentiality agreement.

### ***Financial Books and Records***

The Corporation maintains a high standard of accuracy and completeness in its business and financial records. These records are the basis for managing the business affairs of the Corporation. They are crucial for meeting obligations to employees, customers, investors and others, as well as for compliance with tax and legal reporting requirements. Such business and financial records also contain vital information about the Corporation that our shareholders, investment analysts and regulators rely in making decisions about the Corporation.

Those of us who help prepare the business and financial records, or who issue regulatory or financial reports, have a responsibility to ensure they fairly present all information in a truthful, accurate, complete and fair manner, are issued in a timely manner and conform to applicable legal requirements and the system of internal controls of the Corporation.

Appropriate records must be kept of all transactions and there are to be no cash funds, bank accounts, investments or other assets which are either not recorded or inadequately recorded on the books and records of the Corporation. No payment is to be approved without adequate and accurate supporting documentation and authorization.

We are also expected and obligated to cooperate fully with the independent auditor of the Corporation in the audits of the Corporation and not to coerce, mislead or in any way manipulate or attempt to manipulate such independent auditor.

The Corporation maintains all records in accordance with applicable laws and regulations regarding the retention of business records. The unauthorized destruction of, or tampering with, any records, whether written or in electronic form, is prohibited where the Corporation is required by law or regulation to maintain such records or where the Corporation has reason to know of a threatened or pending government investigation or litigation where such records may be relevant.

If there is any doubt on whether any records may be disposed of, the Chief Financial Officer should be consulted.

### ***Insider Trading***

Canadian and Mexican securities laws prohibit the purchase or sale of securities of a public company by someone who is in possession of material information about that company that has not been disclosed to the public (known as “insider trading”).

The Corporation has adopted an Insider Trading Policy in order to prevent improper trading in the securities of the Corporation and the improper communication of undisclosed material information regarding the Corporation.

### ***Timely Public Disclosure***

The Corporation is committed to providing timely, factual and accurate disclosure of material information about the Corporation to its shareholders, the financial community and the public, including in filings with applicable securities regulatory authorities. The policy of the Corporation governing public disclosure is set forth in the Disclosure Policy.

### ***Compliance with Laws, Rules, Regulations and Professional Rules***

The policy of the Corporation is to meet or exceed all legal and regulatory requirements that apply when and where it conducts business. Each of us must contribute to this expectation by:

- (a) making every reasonable effort to become familiar with laws, rules, regulations and any other professional rules that govern the business and affairs of the Corporation;
- (b) being diligent in complying with these laws, rules, regulations and any other professional rules; and
- (c) making sure those who report to us, and the people we report to, are also aware of these laws, rules, regulations and any other professional rules.

If you are not sure how a law, rule, regulation or any other professional rule might apply to you, speak to your supervisor or contact the Chief Financial Officer or the General Counsel of the Corporation for assistance.

### ***Compliance with this Code and Reporting Violations***

Through the Board’s Audit Committee, the Board is ultimately responsible for this Code and monitoring its compliance.

It is the responsibility of each of us to understand and comply with this Code. Identifying problems or violations to enable them to be quickly and properly resolved, or to prevent them from escalating or recurring, benefits all of us and enhances our workplace environment and the reputation of the Corporation. We are therefore encouraged and expected and obligated to:

- (a) identify and promptly raise potential issues before they cause problems;
- (b) take all responsible steps to prevent any violation of this Code;

- (c) report actual or potential violations of this Code which we observe or of which we become aware; and
- (d) seek additional guidance when advisable.

The Corporation will not tolerate any retaliatory action against any individual for raising such concerns or questions or for reporting suspected violations of this Code in good faith.

As this Code does not prescribe a rule for every circumstance we might encounter, we are expected and obligated to use our best judgment and common sense in applying the guidelines set out in this Code. As a general guideline, if you have any question regarding the application of any requirement under this Code, the best course of action in a particular situation or if you suspect a possible violation of a law, rule, regulation, any other professional rule or this Code, you should address the matter promptly with your supervisor.

If reporting a concern or complaint to your supervisor is not possible or advisable for some reason or if reporting it to your supervisor does not resolve the matter, you should address the matter with the Chief Financial Officer, the General Counsel or seek assistance through the procedures set out in the Whistleblower Policy adopted by the Corporation, which is posted on the website of the Corporation at [www.torexgold.com](http://www.torexgold.com).

Every reasonable effort will be made to ensure the confidentiality of concerns about suspected violations of this Code, any related investigation and the identity of those providing information, to the extent consistent with the need to conduct an appropriate, fair and thorough investigation. Investigations of suspected violations of the Code will be handled in a respectful and lawful manner. All suspected violations of the Code will be treated seriously.

Failure to comply with this Code may subject you to disciplinary action by the Corporation including, but not limited to, training, coaching, written warnings, monetary penalties, suspension without pay and termination of employment for cause in accordance with applicable law. A violation of this Code may also constitute a violation of applicable law and may result in civil or criminal penalties for you, your supervisors and/or the Corporation.

### **Waivers**

From time to time, the Corporation may waive the application of certain provisions of this Code. The term “waiver” means the approval by the Corporation of a material departure from a provision of this Code. Waivers generally may be granted only by the CEO and must be reported to the Board or the Audit Committee of the Board. However, any waiver of the provisions of this Code for any director or senior officer, including the CEO, the Chief Financial Officer and the Chief Operating Officer, if any, may only be made by the Board or the Audit Committee of the Board and will be disclosed to shareholders as required by applicable law.

### **Certification**

When your employment or association with the Corporation begins, you must sign an acknowledgement form confirming that you have read and understand this Code and agree to abide by its provisions. Requests to make similar acknowledgements will be made on a periodic basis.

**Failure to read or understand this Code, sign any acknowledgement form does not excuse you from compliance with this Code.**

**Policy Review**

This Policy shall be reviewed, and amendments proposed as necessary, from time to time by the Audit Committee and any amendments will be submitted to the Board for consideration, and if approved, will be brought to the attention of each director, officer and other employee of the Corporation upon such amendment becoming effective.

**Approved: May 10, 2017**

**Reviewed and approved: December 11, 2018**

**Reviewed and approved: May 6, 2026**