

TOREX GOLD RESOURCES INC. (the “Torex Gold”)	
Department:	CORPORATE
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Owner	VP Health & Safety
Reviewed by:	SVP HR, ESG and Communications General Counsel and Corporate Secretary
Approved by:	CEO

Context

At Torex Gold Resources Inc. (“Torex” or the “Company”), mining with a purpose beyond profit has always been at the heart of who we are. A steadfast commitment to our core values, combined with a relentless focus on safety, is essential to our organizational culture, sustained operational excellence, and ESG leadership position more broadly. While our existence as a Company depends on our ability to deliver superior value to shareholders, we are committed to doing so in a way that makes a positive difference in society.

Our Organizational Purpose at Torex is to “transform finite mineral resources into lasting prosperity by positively impacting all the lives we touch”. This Policy is the foundation of our approach to managing health and safety risks such that no lives are negatively impacted by workplace injury or illness. It forms the foundation from which our leaders promote a culture that recognizes health and safety as individual and collective responsibilities.

Purpose

These policy statements aim to achieve our collective health and safety mission, no lives are lost or harmed (negatively changed) due to an occupational injury or illness.

Scope

This Policy is global in scope and applies to all directors, officers, employees, contractors, service providers, and visitors of Torex, as well as its subsidiaries, any majority-owned joint venture, or other types of business partnerships. At joint ventures where Torex does not have majority operational control, we will use this Policy to guide our approach. It applies to all sites and mine life cycle phases, including exploration, design, construction, operation, and closure.

Principles

Adopt workplace standards, practices, and critical controls that align with applicable occupational health and safety laws, regulations, global sustainability standards adopted by the Company as well as the Company's values and its integrated Health and Safety Management System ("HSMS") to improve the quality of life of our employees and those around us.

Monitor HSMS performance through quantitative and qualitative metrics as appropriate to continuously strive toward eliminating the risk of workplace fatalities, serious injuries, occupational illness and psychosocial hazards, where psychosocial hazards are aspects of work that can cause mental or physical harm, including bullying, stress, and workplace violence.

Pursue continual improvement of safety culture, outcomes and the HSMS to achieve our Organizational Purpose and health and safety mission.

Policy Statements

It matters to us that everyone in our sphere of influence goes home at the end of their shift without being harmed by an occupational injury or illness. To achieve our health and safety mission of no lives lost or harmed due to an occupational injury or illness, we commit to:

1. Provide a physically and psychologically healthy and safe workplace environment to every person employed at, or visiting, one of our sites. Choosing to work safely is a condition of employment and a condition of providing contractor services more broadly. Everyone at or associated with the workplace is expected to take responsibility for their health and safety and those around them by working together to solve issues and make improvements, creating a work experience that encourages everyone to willingly give their best. None of us can be truly safe in the workplace if we, or others, do not properly assess risk and use the Company's controls designed to prevent occupational injury or illness. Those that cannot be relied on to use the controls, putting themselves or others at risk, will not be permitted to stay in the workplace.
2. Provide everyone at or associated with the workplace with the appropriate social and technical training specific to their role, starting with recognizing the harmful energy sources present in the workplace and utilizing the Company's associated controls correctly, including physical and psychological health and safety aspects and their rights to:
 - a. Understand the health and safety authorities and accountabilities at each level of the Company,
 - b. Participate in decisions that affect their health and safety,
 - c. Refuse work that could affect their health and safety and that of others.
3. Provide visible, felt leadership at every level of the organization, starting with Board-level endorsement of this Policy and oversight of the HSMS via our Safety and Corporate Social Responsibility ("CSR") Committee of the Board of Directors. Our CEO, Executive Team, and all Team Leaders throughout the hierarchy are accountable for taking appropriate action to guide Team Members to make positive health and safety decisions through active participation in visible, felt leadership. Including regular communication and dialogue with

employees, contractors, and labour committees as appropriate, will take place on safety matters to ensure everyone has a say in contributing to a safer and healthier workplace.

4. Provide a team of health and safety specialists at corporate and site levels to administer the on-site occupational health and safety services through our on-site clinic, including:
 - a. Appropriate health surveillance and risk-based monitoring standards and programmes to minimize health risks and prevent adverse health effects to employees, service providers, and visitors, from occupational exposure to dust, fumes, chemicals, noise, vibration, ergonomics, and communicable and non-communicable diseases.
 - b. Comprehensive private medical coverage to promote director, officer, and employee health,
 - c. Encourage healthy lifestyles through education on nutrition and exercise, "fit-for-duty" and physical therapy programs,
 - d. Comprehensive and consistent fatigue risk management approach together with programs that promote overall better health.

5. Provide a structured approach to identify potentially harmful energy sources and mitigate risk using the hierarchy of controls when designing or building infrastructure and purchasing supplies or equipment:
 - a. Seek first to eliminate or substitute the source of energy when reasonably achievable, failing that,
 - b. Isolate or place a barrier between the energy source and the individual, failing that,
 - c. Design an administrative control, including PPE, to prevent contact with the energy source.

6. Maintain a comprehensive integrated HSMS based on the "plan-do-check-act" model, including essential human factors aspects and in alignment with applicable laws where the Company is located, the Company's values continuum, the IFC Environmental, Health and Safety Guidelines, and the IFC Performance Standard 2 on Labour and Working Conditions. Where the HSMS is:
 - a. Assessed internally regularly and undergoes periodic regulatory audits. Risk management is a core system element, including clear processes for identifying, analyzing, and evaluating health and safety risks. This includes detailed risk assessment tools, such as bowtie analysis, hazard and operability studies, and failure mode and effects analysis.
 - b. Updated with health and safety risks into the operational risk register, monitored weekly by specialists and leadership staff, along with our inspection and incident management tools for reporting and investigating incidents, near misses, and unsafe conditions.
 - c. Integrated with our *Contractor Management System* to ensure robust safety and health management across our service provider workforce.
 - d. Integrated with our *Management of Change* process to ensure the correct, competent people review design changes to stop controllable asset or process failures resulting in incidents that could result in an occupational fatality, serious injury or illness.

7. Review the HSMS data and set performance objectives at all levels and functions to ensure continuous improvement within our operations.
 - a. We will report on our key safety metrics publicly to provide transparency in our performance.

- b. Celebrate positive safety performance with recognition or non-monetary symbols of appreciation for the commitment to see those in our sphere of influence go home safely at the end of their shift.

Administration of this Policy

The Board of Directors, through the Safety and CSR Committee of the Board, has endorsed this Policy. Corporate Health and Safety is responsible for the administration of this Policy.

Changes to this Policy

This Policy will be reviewed annually, and any changes may be approved by the CEO. The Company will revise this Policy to reflect current practices and reserves the right to change this Policy as required. Directors, officers, employees, contractors, and service providers of Torex will receive a copy of this Policy within 30 days of:

- This Policy's implementation.
- Any changes made to this Policy.
- The director appointment date
- The officer or employee start date.
- The contractor's or service provider's start date.

Visitors will receive a copy of the Policy prior to their site visit date.

References

- *IFC Environmental, Health and Safety Guidelines*
- *IFC Performance Standard 2 on Labour and Working Conditions*
- *Canadian Centre for Occupational Health and Safety Legislation*
- *Ontario's Occupational Health and Safety Act, R.S.O. 1990, c. O.1.*
- *Mexico's DOF Federal Labor Law (Ley Federal del Trabajo)*, including the Regulation for Occupational Health and Safety administered by the *Secretary of Labor and Social Welfare (Secretaría del Trabajo y Previsión Social)*