

## HUMAN RIGHTS POLICY

Adopted by the Board of Directors on November 24, 2025

### INTRODUCTION

Montage Gold Corp. and its subsidiaries and affiliates (collectively the “**Corporation**”) recognises that respecting human rights and managing social considerations are essential corporate responsibilities. The Corporation is committed to building sustainable relationships with stakeholders, based on mutual respect, understanding, active partnership, and long-term commitment. The Corporation strives to contribute positively to the welfare of the local communities in which it operates by building mutually beneficial relationships, whilst minimising any adverse social and human rights impacts from our activities.

### COMPLIANCE

The Corporation will comply with all applicable legislation relating to human rights considerations. The Corporation also adheres to the standards and guidelines of the International Finance Corporation (“**IFC**”), the Global Industry Standard on Tailings Management (“**GISTM**”), the UN Guiding Principles (“**UNGPs**”) on Business and Human Rights and the Voluntary Principles on Security and Human Rights (“**VPSHR**”).

The Corporation requires its directors, officers, employees, consultants, contractors, suppliers, and business partners to adhere to the principles of this Human Rights Policy as a minimum standard.

### COMMITMENT

As part of its commitment, the Corporation has adopted this Human Rights Policy as a core component of its broader governance framework, operating alongside the Code of Business Conduct and Ethics.

The Corporation considers human rights at every stage of its projects and will, at a minimum, follow the standards set out below:

- Audit ESG performance and improve as required;
- Prohibit child labour, forced labour and trafficking;
- Ensure equal employment opportunities for all races, genders, religions, ages, disability and/or citizenship;
- Promote diversity and prioritise local and Project-Affected hiring;
- Prohibit discrimination, harassment and retaliation;
- Provide fair, lawful pay, and written employment terms;
- Maintain a safe workplace and prohibit any form of violence (including the prohibition of gender-based violence);

- Respect union rights and lawful freedom of expression;
- Apply VPSHR to all security arrangements;
- Use best endeavours to ensure that contractors and suppliers uphold human rights through the vendor registration process;
- Maintain confidential and accessible grievance mechanisms;
- Respect community rights;
- Uphold rights of local population including Free Prior Informed Consent;
- Minimise environmental risks; and
- End relationships with anyone who threatens human-rights defenders.

## **MONITORING AND REPORTING**

Collectively, we are each responsible for ensuring that the Corporation meets its commitments. The Corporation will regularly evaluate the implementation of this Policy through periodic internal and external assessments and will report on our performance annually in our sustainability-related disclosures.

The Corporation expects our employees, contractors and suppliers to speak openly about any human rights concerns to their supervisors or to raise them using the Corporation's grievance mechanisms. Human rights concerns may be reported on a confidential and anonymous basis as directed under the Corporation's Internal Employee Alert.

## **CONTINUOUS IMPROVEMENT**

### **ANNUAL POLICY REVIEW**

The Audit Committee will review this Policy on an annual basis and recommend to the Board of Directors updating this Policy, if necessary. The Corporation will correspondingly update and improve its policies, procedures, and management systems through periodic, systematic audits. The Corporation will use the results as a basis for continuous improvement in human rights performance through an adaptive management process.