

O3 Mining

Community Engagement Policy

O3 MINING INC.

O3 Mining commits to cultivating positive and mutually beneficial relationships with host communities and recognizes the importance of maintaining respectful and transparent relations with them.

The Company is committed to:

- Establishing ongoing dialogue and respectful relationships with host communities by recording and sharing information, understanding and working collaboratively to address their concerns;
- Complying rigorously with the laws and regulations of the jurisdictions in which we operate in addition to obligations regarding community aspects of codes and practices, standards to which the O3 Mining adheres;
- Making certain that stakeholders potentially affected by the impacts of our activities are identified at an early stage;
- Engaging quickly, in a timely and culturally appropriate manner, with local communities;
- Collaborating with governments and communities to support and encourage tailored community development programs to address community needs and priorities;
- Identifying and respecting the social, economic, environmental and cultural interests of the local host communities concerned, to contribute to their economic and socio-economic development in accordance with our responsible procurement and human resources policies;
- Establishing and maintaining a feedback system and a grievance mechanism with interested parties, conducting appropriate investigations of events, as well as identifying and then carrying out corrective actions;
- Striving for continuous improvement by implementing community relations management programs, annually reviewing our commitments and objectives, documenting concerns and responses, and developing plans and targets to improve performance;
- Ensuring that the necessary resources - human, material and financial are available to promote, plan and implement this policy.

In order to achieve our community relations objectives, O3 Mining expects:

- All executive, managers and supervisors to be ambassadors in promoting and maintaining our relationships with our host communities;
- The Sustainable Development Department to support this policy by developing, implementing and maintaining standards and protocols to achieve performance targets and support on-site activities;
- All employees, subcontractors and suppliers of goods and services to be responsible for carrying out their activities according to this policy;
- The Board of Directors' Sustainable Development Committee to meet on a regular basis to monitor our community relations practices including any necessary corrective actions taken to improve it and confirm that O3 Mining Inc. adheres to this policy.



Jose Vizquerra
President and CEO
Date: March 6, 2024