

## INTRODUCTION

K92 Mining Inc. is committed to ensuring the highest possible standards of health and safety management and providing safe and healthy working conditions in all areas of our operations. At K92, while we prioritize a robust culture of safety and health underlying our business functions, as a community leader, we also promote the well-being of people in our host communities.

Our health and safety practices and policies are based on targeting the achievement of a “zero harm” workplace and occupational health among our workforce.

We are dedicated to achieving our safety and health objectives by applying health and safety best practices, and continuously monitoring our health and safety performance, and improving our practices and management programs.

These commitments are consistent with K92’s Mission, Vision and Core Values, and are integral to all aspects of our business.

## SCOPE

This Health and Safety Policy applies to all directors, employees, consultants, contractors and partners (collectively, “Personnel”) of K92 Mining Inc. and its subsidiaries (collectively, the “Company”, “K92”, “we”, “our” or “us”). We expect all Personnel to be responsible for understanding and adhering to the health and safety commitments set out in this policy.

## GUIDING PRINCIPLES

To achieve our health and safety objectives, the Company is committed to:

- a) Establish clearly defined and robust occupational health and safety programs, operational controls, standards, plans and processes that meet or surpass applicable statutory health and safety requirements, recognized international standards and best practices in all jurisdictions in which we operate.
- b) Implement clear safety and health targets and performance measurements that will drive accountability and continual improvement.

- c) Maintain effective plans and systems that conform to the requirements of the ISO 45001 standard for occupational health and safety management systems, ensuring all health and safety risks and impacts are properly assessed, monitored, and controlled.
- d) Implement effective risk-based mitigation and monitoring systems that will proactively identify, assess and prioritize potential hazards and the causes of health and safety incidents, and will include systematic controls to prevent those incidents from recurring.
- e) Endeavour for continuous improvement in all aspects of our health and safety practices, controls and performance, including incorporating new technology, knowledge, techniques and processes in accordance with best practices.
- f) Provide applicable Personnel with access to adequate equipment and tools to perform in a safe and healthy workplace.
- g) Promote a strong, supportive and compliant safety and health culture based on ongoing leadership, consultation, and engagement where our Personnel take ownership of their safety and wellness as well as of their team members.
- h) Provide initiatives that lead to a culture of operating in a safe and healthy manner while pursuing our goal of a Zero Harm workplace.
- i) Recognize and reward safe behavior by our Personnel. Enforce disciplinary action following deliberate breaches of our internal policies or serious violations of safety standards and procedures.
- j) Empower managers and supervisors with the authority and resources necessary to enforce responsible health and safety practices and a respectful and inclusive workplace.
- k) Maintain and regularly test an effective Emergency Response Plan, and ensure Personnel obtain a high degree of capability to effectively and immediately respond to emergencies and crises.
- l) Efficiently investigate and diligently report on the causes of accidents and incidents, developing thorough, effective and immediate preventative and remedial actions.
- m) Promote the safety, health, and wellness of Personnel through effective internal standards, training, communications and programs.
- n) Ensure that Personnel are properly trained and educated in all relevant high-risk activities, our safety and health programs, and compliance with applicable laws and regulations. Ensure that those subject to this policy understand their roles and responsibilities under the policy.
- o) Ensure that violence and harassment in the workplace are specifically prohibited.

- p) Externally publicize our health and safety standards, practices and performance as an integral part of our reporting, including through our annual Sustainability Report.
- q) Communicate our health and safety standards, policies and expectations to all Personnel as well as visitors to site and provide everyone with the appropriate safety and health training and equipment for use while on site.
- r) Conduct frequent internal health and safety workplace inspections, reviews and regular audits to assess and ensure compliance with the Company's policies and procedures, health and safety laws and regulations, standards, and permit and licence conditions. Promptly remediate all identified findings.
- s) Conduct annual independent external audits to measure and assess our controls, processes and performance to ensure continuous improvement of our occupational health and safety practices.
- t) Allocate adequate human, technological, and financial resources to meet our workplace health and safety commitments and requirements throughout the mining life cycle.
- u) Provide clear instructions for Personnel to effectively identify, address and report workplace hazards, critical risks, incidents and opportunities for improvement.
- v) Provide an open communication pathway to allow for the confidential reporting of health and safety breaches and risks, and unsafe working conditions at our sites while supporting team members in the timely resolution of unsafe conditions.
- w) Report regularly to the Board of Directors on the Company's health and safety performance, and compliance with this policy.
- x) Ensure that this policy is reviewed at least annually and any modifications to it are fully conveyed to all Personnel, and that all Personnel understand and agree to comply with this policy. The policy will be posted to the Company's website and public locations at the mine site.

## EFFECTIVE DATE

This policy was approved by the Board of Directors and is effective as of May 13, 2024.