

## Human Rights, Diversity and Inclusion Policy

### HUMAN RIGHTS POLICY

Discovery (the “**Company**”) is committed to respecting human rights as set forth in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and under international humanitarian law. The Company is also committed to upholding the rights of Indigenous Peoples, individuals and communities while adhering to the laws of the countries in which the Company operates.

To ensure we meet our commitments, the Company will assess potential human rights issues, take measures to avoid infringing on human rights, and seek constructive dialogue and partnerships with stakeholders impacted by our activities.

The Company is committed to regularly reviewing and assessing the effective implementation of and compliance with this Human Rights, Diversity and Inclusion Policy (the “**Policy**”). To this end, the Company will ensure relevant corporate procedures, standards and guidance support the implementation of and are aligned with this Policy, in particular the Health, Safety & Sustainability Charter, as well as the Code of Business Conduct and Ethics.

### **Application of the Policy**

Policy applies to the Company and its subsidiaries – whether wholly-owned or partially-owned (“**Subsidiaries**”), joint ventures or affiliated companies. The Company expects that each of its Subsidiaries that conduct mining and exploration operations will establish procedures to ensure compliance with this Policy. The board of directors of the Company (the “**Board**”), the Chief Executive Officer or President, as the case may be (“**CEO**”), Chief Financial Officer (“**CFO**”), Chief Operating Officer (“**COO**” and collectively with the CEO and CFO, the “**Officers**”), the Executive Vice Presidents (the “**Executive VPs**”), the Senior Vice Presidents (the “**Senior VPs**”) and all other Vice Presidents (the “**VPs**” and collectively with the Executive VPs and Senior VPs, “**Senior Management**” and collectively with the Officers, “**Management**”), employees, contractors or any third-party conducting work or acting on the Company’s behalf will behave in a manner that respects human rights and avoids infringing upon them. The Company will take appropriate measures to ensure that this Policy is respected. For employees, non-compliance with this Policy may be grounds for disciplinary action up to and including termination of employment. For contractors, non-compliance may be grounds for contract termination. The Nominating and Corporate Governance Committee is responsible for periodically updating this policy and recommending amendments to the Board for approval.

### **Definitions**

**Contractor:** refers to outside labour hired in to do a specific task. In some jurisdictions a contractor is defined as a “supervised worker”, an individual who performs regular work on-site for, or on behalf of, and the reporting organization but is not recognized as an employee under national law or practice).

**Employee:** refers to all direct employees on the Company’s payroll.

**Free, Prior, Informed Consent (FPIC):** the Company follows the definition of Free Prior Informed Consent as set out in the ICMM Position Statement on Indigenous Peoples and Mining, which states that FPIC comprises a process, and an outcome, in which Indigenous Peoples are: (i) able to freely make decisions without coercion, intimidation or manipulation; (ii) given sufficient time to be involved in project decision making before key decisions are made and impacts occur; and (iii) fully informed about the project and its potential impacts and benefits. For more information, please see the ICMM's Indigenous Peoples and Mining Position Statement.

**Human Rights:** has the definition set forth in the Universal Declaration on Human Rights and international humanitarian law. Human rights are those rights and freedoms that are inherent to all human beings, regardless of nationality, place of residence, gender, ethnic origin, colour, race, religion, political views, sexual orientation, language, age, education, disability or any other status. Human rights can be classified in many ways and common categorization includes civil and political rights, labour rights, indigenous rights and other economic, social and cultural rights.

**ICMM:** means the International Council for Mining and Metals and its applicable principles.

**Indigenous Peoples:** the Company follows the ILO Convention 169 criteria in identifying Indigenous Peoples, which states that Indigenous Peoples are: "tribal peoples in independent countries whose social, cultural and economic conditions, distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations; peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions. Self-Identification as indigenous or tribal shall be regarded as a fundamental criterion for determining the groups to which [this] applies."

## Scope and Responsibility

To meet responsibilities to respect human rights, the Company makes the following commitments:

1. it will identify and monitor human rights impact indicators, allowing for continual improvement of our human rights standards and practices;
2. it will take actions to embed a human rights culture in our Company and ensure employees and contractors are made aware of this Policy and understand their responsibility to comply. These measures include awareness-raising and training on this Policy and specific aspects within it, such as how to report concerns related to human rights via company grievance mechanisms;
3. it respects the rights and dignity of employees, contractors, partners and community members impacted by our business. Discovery is committed to creating a safe and diverse workplace where decisions are non-discriminatory towards ethnic origin, religion, political belief, gender, sexual orientation, age, nationality, education or disability;
4. it respects workers' rights, including freedom of peaceful assembly and association, and engagement in collective bargaining consistent with the relevant International Labor

Organization (ILO) conventions on that subject. Discovery does not tolerate the use of forced, compulsory or child labour;

5. it respects the rights, interests, perspectives and traditions of Indigenous Peoples in accordance with ICMM's Position Statement on Indigenous Peoples and Mining, the International Labour Organisation's Convention 169 (Indigenous and Tribal Peoples Convention) and other applicable international best practices. The Company seeks to collaborate with indigenous communities to protect cultural and spiritual heritage as well as the environment. The Company will adopt and apply engagement and consultation processes that ensure meaningful participation of indigenous communities in decision-making and planning processes. The Company recognizes that the state often plays the primary role in defining processes related to seeking Free, Prior and Informed Consent. We are committed to meeting all legal requirements for any new operations or changes to existing projects which may have significant adverse impacts on Indigenous Peoples;
6. where the Company or its Subsidiaries, joint ventures or affiliate companies hires private security forces to protect employees, contractors, partners, resources, and company property, such contractors must comply with local and international law;
7. it will take measures to ensure that we are not supporting or benefiting from unlawful armed conflict or contributing to human rights abuses or any breaches of humanitarian law, in accordance with our commitment to the World Gold Council's Conflict-Free Gold Standard; and
8. it will take measures to avoid or minimize involuntary resettlement wherever possible. When relocation cannot be avoided, the Company will establish, in consultation with affected communities and the corresponding governmental agencies, a resettlement plan that adheres to guidelines established by the ICMM and the International Finance Company's Performance Standards.

## **DIVERSITY & INCLUSION POLICY**

### **1. Introduction**

The Company is committed to workplace diversity and fostering a culture of inclusion, across all aspects of our business, and all operations and offices.

At the Company, diversity and inclusion means to respect and value difference. We recognize the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

We understand that diversity and inclusion are defined in various ways globally. At the Company, “Diversity” refers to any dimension that can be used to differentiate groups and people from one another, such as but not limited to sex, gender, age, ethnic origin, religion, education, sexual orientation, political belief, disability and family status. “Inclusion” refers to a culture of respect and appreciation of these differences.

This Diversity and Inclusion Policy (the “**Policy**”) sets out the principles and requirements by which the Company will enhance diversity and inclusion throughout the organization. This Policy is to be read concurrently with the Company’s Code of Business Conduct and Ethics.

### **2. Application of the Policy**

This Policy applies to all employees, members of the Board (the “**Directors**”) and anyone conducting work for the Company. This Policy does not purport to condone engagement in actions that would violate any anti-discrimination, equal employment or other laws and regulations. Employees and Directors be recruited and promoted based upon their ability and contributions.

This Policy is subject to change from time to time as necessary or if required by law. Questions regarding this Policy should be directed to the CEO.

### **3. Scope and Responsibility**

Everyone covered by this Policy, is expected to foster a culture of diversity and inclusion, where different perspectives, experiences and skillsets are respected and valued. Including:

- (a) working to become aware of biases. For example, making decisions based on preference or tradition in favour of or against one thing, person or group compared with another, which can be unfair;
- (b) recognizing that inclusion is an attitude and approach that embraces all people – no matter their differences or similarities, allowing all people working with and for the Company to be their full, authentic selves;
- (c) endeavoring to ensure everyone feels respected, welcomed, supported and encouraged to achieve their full potential; and

- (d) reporting instances of non-compliance with this Policy using the reporting channels outlined in our Code of Business Conduct and Ethics.

### **Board of Directors' Responsibilities**

The Board commits to fostering a diverse and inclusive culture where:

1. Individual differences are respected;
2. The ability to contribute and access employment opportunities is based on performance, skill and merit, while recognizing the benefits of and actively promoting greater diversity in leadership positions throughout the organization, including at the Board, Officer and Senior Management positions; and
3. Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

The Board's responsibilities include:

1. Formally assigning the responsibility to facilitate the implementation of this Policy to the CEO or other Management of the Company;
2. Regularly monitoring Company performance to confirm compliance with this Policy; and
3. Considering diversity in the selection criteria of new Directors, Officers and Senior Management appointments. The Company is of the view that Board candidate selection should be based on merit and remains committed to selecting the best person to fulfill this role. At the same time, the Company recognizes that diversity is important to ensure that the profiles of Directors provide the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management.
  - In an increasingly complex global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, and experience is critical to the Company's success. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives in an inclusive workplace, the Company believes that it is better able to develop solutions to challenges and deliver sustainable value for the Company and its stakeholders. The Company considers diversity to be an important attribute of a well-functioning Board which will assist the Company to achieve its long-term goals.
  - The Company recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role that women with appropriate and relevant skills and experience can play in contributing to the diversity of perspective on the Board. The Company supports goals to increase the average percentage of women on boards and women in executive positions in corporate Canada, and aims to increase the percentage of women on the Board to 30% within one year of the annual general and special meeting of shareholders currently scheduled to be held on June 25, 2025.

**Management Responsibilities**

Management is charged with the responsibility of implementing this Policy by:

1. Ensuring sufficient and reasonable resources are allocated to implement and manage this Policy and support the diversity and inclusion strategy;
2. Including diversity and inclusion in the Company's strategic objectives;
3. Providing regular updates to the Board on the progress made towards enhancing diversity and inclusion; and,
4. Reporting progress on enhancing diversity and inclusion at the Company through disclosure in the Company's regulatory disclosure filings and other relevant public reporting channels.

**ADOPTION**

This Policy was adopted by the Board on April 24, 2018.

Amended and approved by the Board on November 25, 2020.

Reviewed and approved by the Board on December 20, 2023.

Reviewed and approved by the Board on May 13, 2025.