Mako Mining Corporation

Health, Safety, Environmental and Social Policy

PURPOSE

Mako Mining Corporation (the "Company") is committed to conducting its business in a safe and environmentally responsible manner at all times while respecting and contributing to the sustainable development of its host communities.

SCOPE

This policy applies to all directors, officers, employees, contractors and any third parties acting on behalf of the Company and its subsidiaries or any other entity controlled by the Company. All such individuals shall conduct their activities in a manner that minimizes environmental and health and safety risks, and promotes both environmental, sustainable development and health and safety stewardship.

The policy applies to all sites and phases of the mine life cycle under the Company's control and influence, including exploration, design, construction, operation, and/or closure.

PRINCIPLES

The Company is committed to the following principles:

Health & Safety Policy

- Complying with local, state, federal and international applicable safety and health laws and regulations in the regions in which the Company operates;
- Promoting a safety culture that encourages people to proactively manage health and safety risks;
- Providing employees with information, training, procedures and protective equipment to minimize the risks of their work activities;
- Implementing appropriate practices that reduce risks to human health and safety in the workplace;
- Improving occupational health and safety through continuous review and improvement of procedures through the establishment of a joint employer-employee occupational health and safety committee;
- Ensuring that there are procedures available to employees for the prompt reporting of any perceived breaches of health and safety standards and practices.
- Ensuring that all incidents, accidents and unsafe working conditions are thoroughly investigated to eliminate any future occurrences, and the results of the investigation are thoroughly communicated at all management levels;
- Respecting its employees' right to refuse to perform work that they consider unsafe.

Environment Policy

- Ensuring that all activities are in compliance with all environmental laws, permits and regulations;

- Implementing and maintaining an effective environmental management program that can identify, monitor, control and improve the environmental protection and performance of the Company. This includes reporting environmental performance across the Company's operations;
- Establishing an emergency response plan for each project to limit the potential impacts of an unplanned event and review this plan on an annual basis;
- Fostering and maintaining a culture of environmental responsibility within the workplace and in the communities in which it operates;
- Managing efficiency of energy use, minimizing water usage and promoting the reduction, reuse and recycling of residual material and ensuring proper disposal of all waste;
- Ensuring all employees and third-party workers have procedures to report, investigate and remediate all environmental incidents or breaches and are equipped to manage any conceivable emergency;
- Rehabilitating sites in accordance with best practice and laws and regulations in effect.

Social Policy

- Respecting human rights, cultures, customs and rights of host communities, including Indigenous peoples;
- Identifying, assessing, managing and mitigating risks, as necessary, to the Company's host communities;
- Maintaining transparent communication and engagement related to its environmental management practices and performance with Indigenous peoples, local communities, regulators and other stakeholders;
- Providing local communities with opportunities and benefits from mining activities in terms of employment and contracting opportunities, training, education and other forms of community developments.

REVIEW AND APPROVAL

The Company has established management and site responsibilities for implementing this policy, and reporting performance of its health and safety and environmental management programs to the Technical Committee.

The Technical Committee of the Board will review the Company's compliance with the policy at least annually, and more frequently as required.

Directors, officers, employees, contractors and relevant business partners at every site the Company operates are required to acknowledge that they have read this policy upon hire and annually.

Reviewed and adopted by the Board of Directors: May 13, 2026