



JAPAN GOLD CORP.

ENVIRONMENTAL, HEALTH AND SAFETY & SOCIAL POLICY

Purpose

Japan Gold Corp. (the “**Company**”) is committed to fostering the sustainability of the environment and the well-being of the people affected by the Company’s operations, and to ensuring the health, safety and well-being of our employees and the communities in which the Company operates.

The Company understands that mineral exploration and extraction will have impacts on the environment and the local communities that reside in proximity to those activities. The Company’s responsibility is to conduct its operations in a manner that minimizes the effects of its operations on the environment, to actively promote environmental sustainability and the well-being of local communities and to provide a safe, healthy and productive workplace for all employees, contractors, consultants and guests who visit our projects and facilities, in compliance with all applicable health and safety laws.

Japan Gold Corp. is dedicated to using best practices to achieve sustainable operations and partnering with local communities and businesses to contribute to their economic development and quality of life. We are of the view that maintenance of environmental quality is vital to the Company’s existence, progress, and continued development. The purpose of this Environmental, Health and Safety & Social Policy is to provide a framework for the performance of the Company’s activities in an environmentally and socially responsible manner and to ensure compliance by the Company and its employees with applicable environmental regulations and policies.

Guiding Principles

All of the Company’s activities and operations will be guided by the following principles:

The Company’s management and employees are expected to obey the law and conduct all business in an ethical manner.

- Achievement of sustainable development requires integration of sustainable development considerations within all aspects of the corporate decision-making process, beginning at the executive level. The Company will require managers of all projects and operations to adhere to this Environmental Policy and to identify, evaluate, and minimize risks to the environment.

The Company will protect environmental and social values by applying best management practice practices in all aspects and phases of its work, from exploration through to closure and reclamation. The Company commits to exceeding regulatory requirements whenever necessary to ensure environmental and social sustainability

- The Company will plan and operate projects in a manner which minimizes the use of natural resources. The Company’s exploration and development plans should address



biodiversity and conservation by avoiding disruption of critical habitats and protected areas, and employ an integrated approach to land use planning to manage and minimize conflicts with other land and resource users.

- The Company will continuously review new environmental technologies and methods of sustainable development to seek and implement methods for further improvement.
- Health and safety is the responsibility of management and every employee, contractor, and visitor to the Company's projects. The Company will operate in a manner that protects the health and safety of its workforce and the communities in which it operates. Employees must comply with all occupational health and safety laws, regulations and rules applicable to the business and operations of the Company. Employees have a responsibility to promote health and safety in the workplace and must report or correct dangerous conditions immediately so that workplace accidents are minimized. We will require all operations to have site specific emergency response plans which meet or exceed applicable regulations.
- In order to protect the safety of all employees, employees must report to work in condition to perform their duties and free from the influence of any substance that could prevent them from conducting work activities safely and effectively. The use of illegal drugs in the workplace is prohibited. We will allocate adequate resources to meet the Company's environmental goals and will assess the projected costs of decommissioning and reclamation on an annual basis to ensure that there will be sufficient cash reserves to pay required costs upon closure.
- The Company will undertake to educate employees in environmental matters and responsibilities relating to performance of their assigned tasks.
- We will cooperate with local communities and businesses to establish and develop knowledge and skills capacity and address local priorities and concerns, contributing to the social, economic and institutional development of the communities in which we operate.

Approved by the Board of Directors

Adopted: August 24, 2023

Updated: April 17, 2026