



## U.S. GOLDMINING INC.

### HEALTH & SAFETY POLICY (August 28, 2023)

#### 1. POLICY STATEMENT

Consistent with its organizational values, U.S. GoldMining Inc. (the "**Company**", "**US GoldMining**", "we", "our" or "us"), including its subsidiaries, is committed to responsible practices, which value the health and safety of our employees, business partners and visitors.

US GoldMining is committed to providing a safe workplace for all people on our sites and in our offices, including those employed with us full-time, part-time, on contract, as consultants or suppliers and those visiting our sites. Our goal is **zero harm, every day**.

Health and safety are core values for US GoldMining. We strive to foster a culture of safety that encourages our people to prioritize the health, safety and wellbeing for all people on our sites and to proactively identify, reduce and report risks.

It is a requirement of all US GoldMining managers, employees, contractors, sub-contractors, consultants, and visitors to our sites to understand and follow the health and safety guidelines set out by this policy and by any site-specific requirements.

#### 2. APPLICATION

The Health and Safety Policy (the "Policy") is corporate-wide, and is therefore applicable to US GoldMining employees, full- and part-time, contract workers, consultants and suppliers or those companies contracted by the Company, as well as visitors to our sites.

The Policy is implemented through the Company's Health and Safety Management System (HSMS), based on our health and safety and occupational health and wellbeing risk management process, which addresses key risks for related activities and minimizes risks to the health and wellbeing of our employees, contractors, business partners and visitors.

The Policy reflects US GoldMining's intent to deliver on measurable objectives and targets that will drive the continuous improvements necessary to achieve our goal of zero harm, every day, namely a fatality, injury and illness free workplace.

#### 3. POLICY COMMITMENT

We are committed to being an organization that is fatality, injury and illness free, through the following commitments:

- Prevent fatalities and serious injuries through the implementation of our HSMS and through the application of associated Standard Operating Procedures (SOPs) that address key fatal risks and injuries to employees, contractors, business partners and visitors. Our risk management approach provides a systematic and structured approach for the identification, assessment and management risks, including continuous improvement through the regular review of performance and lessons learned.

- Ensure the alignment of our HSMS, SOPs and risk management approach to recognized industry standards that meet or exceed our compliance obligations.
- Promote wellbeing and healthy lifestyles, through a holistic approach toward wellbeing that promotes the overall better health of our employees, contractors and business partners.
- Set annual goals that support and strengthen our safety culture and help achieve our goal of zero harm, every day.
- Ensure employees are trained appropriately to enable them to perform their jobs safely.
- Promote a strong safety culture focused on identifying, reporting and mitigating health and safety risks without fear of reprisal or punishment.
- Investigate all incidents in a timely manner to develop effective corrective action plans to prevent reoccurrence.
- Promote strong safety leadership, ensuring our leaders are highly visible and committed to our zero harm, everyday goal.

#### **4. ACCOUNTABILITY**

The Chief Executive Officer, alongside our Executive team is responsible for ensuring that this policy is maintained and complied with, having regular oversight into the implementation of this policy.

Site managers are accountable for the implementation of associated programs and processes that support this policy, such as the HSMS and SOPs. All employees, contractors, business partners and site visitors are accountable for upholding this policy.

The Board of Directors will provide oversight of this policy, reviewing compliance data on a minimum bi-annual basis.

This policy will be enforced via periodic audit of the HSMS and SOPs with compliance reporting to the Board of Directors.

***This Policy was reviewed by the Sustainability Committee and approved by the Board of Directors on August 28<sup>th</sup>, 2023.***