

Fighting Against Forced Labour and Child Labour in Supply Chains

1. Introduction

This Report is produced by Orezone Quebec Inc. (“**Orezone Quebec**” or the “**Company**”) for the financial year ending December 31, 2025 (the “**Reporting Period**”) pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) and sets out the steps taken to prevent and reduce the potential risks for forced labour and child labour in the Company’s operations and supply chains.

On March 25, 2026, Orezone Gold Corporation (“**Orezone**”) acquired Hecla Quebec Inc. (“**Hecla Quebec**”) from Hecla Mining Company and subsequently renamed the entity Orezone Quebec. Hecla Quebec was a company existing under the *Canada Business Corporations Act*, as is the Company. For the purposes of this Report, references to “Orezone Quebec” or the “Company” include the historical operations, activities and supply chains of Hecla Quebec during the Reporting Period.

The Casa Berardi mine and the related Quebec exploration assets (including the Heva Hosco, Wildcat and Opinaca properties) were owned and operated by Hecla Quebec throughout the Reporting Period and only became part of the Orezone group following completion of the acquisition in 2026.

The Company utilized innovative mining practices to produce metals safely and efficiently while striving to continually improve environmental and community outcomes. The jurisdictions in which the Company operated maintained established regulatory frameworks governing health and safety, environmental compliance, labour standards, community engagement, corporate governance, and human rights.

As at December 31, 2025, the Company employed approximately 438 employees and was a member of the Mining Association of Canada, the Quebec Mining Association and the Canadian Institute of Mining, Metallurgy and Petroleum.

2. The Company’s Commitment

The Company supported fundamental human rights in all of its operations and supply chains and sought to conduct business in jurisdictions where human rights laws were respected and promoted.

The Company’s Human Rights Statement reflected its commitment to conduct business in a manner consistent with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. This included providing assurance that the Company’s operations would not support, benefit from, or contribute to unlawful armed conflict, human rights abuses, or breaches of international humanitarian law.

The Company’s Code of Conduct expressed a commitment to fair, ethical and responsible business practices in dealings with employees, vendors and communities.

The Company expected its contractors and suppliers to uphold similar standards. Its Supplier Code of Conduct stated that contractors and suppliers were expected to uphold the highest standards of human rights and to commit to respecting fundamental human rights in their own companies and supply chains.

The Company regularly engaged with stakeholders, including local communities, Indigenous Peoples and government agencies, to identify, understand and address potential impacts of operations on human rights.

3. Policies and Governance

Human Rights Statement

The Company supported fundamental human rights and responsible workplace practices across its operations and in all jurisdictions where it conducted business.

The Company sought to conduct business in a manner consistent with the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

The Company was committed to:

- supporting and respecting the protection of human rights
- maintaining a safe and healthy working environment free from harassment and discrimination
- complying with applicable labour laws and regulations, including those addressing child labour and forced labour
- engaging with stakeholders to identify and address potential human rights impacts.

Supplier Code of Conduct

The Company valued its relationships with suppliers and contractors as essential participants in its supply chain.

Suppliers were expected to:

- uphold the highest standards of human rights
- refrain from engaging in human trafficking, forced labour or child labour
- comply with applicable labour and employment laws
- ensure fair payment practices and equal employment opportunities.

Code of Business Conduct

The Company's Code of Business Conduct applied to employees, executives, directors and subsidiary boards and established principles and guidelines for ethical behaviour.

The Code included commitments relating to:

- supporting and respecting internationally recognized human rights
- providing a safe and healthy working environment
- promoting diversity and inclusion
- respecting freedom of association
- acting ethically and with integrity.

4. Supply Chain

The Company's mine site controller group was responsible for the sourcing and delivery of goods and services required for operations at the Casa Berardi mine and exploration sites in Quebec.

During the Reporting Period, the Company sourced materials and services from approximately 763 suppliers globally, with total payments to vendors of approximately CDN\$250.5 million.

A substantial majority of direct suppliers to the Company's operations were based in Canada, with the remaining suppliers primarily based in the United States and Australia.

Based on the geographic location of its suppliers and the regulatory environments in which they operated, the Company considered the risk of forced labour or child labour among its direct supplier base to be low.

The Company sourced a broad range of goods and services, including:

- industrial equipment and machinery
- personal protective equipment
- chemicals and reagents
- fuel and related materials
- office and camp supplies
- operational support services.

The Company recognized that, given the complexity of global supply chains, it may not have full visibility beyond its direct suppliers and that some goods or components sourced indirectly could involve elevated risks relating to forced labour or child labour.

To the Company's knowledge, it did not directly purchase goods or materials from jurisdictions identified by the Walk Free Global Slavery Index as having the highest prevalence of modern slavery.

5. Assessing and Managing Risk

The Company recognized that risks associated with forced labour and child labour vary by industry and jurisdiction and acknowledged that mining and manufacturing sectors may carry elevated inherent risks.

However, the Company considered the risk of forced labour or child labour within its controlled operations to be low due to:

- the geographic location of its operations
- the regulatory frameworks applicable to its operations
- established labour and employment laws in Quebec and Canada
- the Company's internal policies and procedures.

The Company evaluated suppliers using risk-based criteria, including reputation, compliance history and alignment with applicable laws and Company policies.

6. Training and Due Diligence

All new salaried employees were required to review and acknowledge the Company's Code of Business Conduct.

The Company also provided training relating to workplace rights, including rights concerning refusal of overtime and unsafe work, as required under Quebec law.

An external auditor reviewed the Company in 2022 and confirmed adherence to applicable Canadian child labour and forced labour laws. As a result of this review, the Company implemented additional preventative measures, including:

- an internal policy prohibiting forced labour

- internal guidelines reinforcing compliance with provincial minimum age requirements applicable to mining sector employment
- workplace procedures affirming employees' rights of refusal in certain circumstances, including overtime and unsafe work.

As part of its due diligence efforts, the Company maintained governance and reporting procedures intended to identify and address ethical or human rights concerns.

7. Remediation Measures and Reporting

The Company had not identified any instances of forced labour or child labour within its operations or supply chain during the Reporting Period.

Accordingly:

- no remediation measures were required
- no corrective action plans were implemented in response to identified incidents
- the Company had not identified any loss of income to vulnerable families resulting from forced labour or child labour in its activities or supply chains.

The Company maintained several mechanisms for reporting ethical or human rights concerns, including:

- reporting to managers, human resources, legal or internal audit personnel
- an anonymous ethics hotline managed by an independent third-party provider.

The ethics hotline was available to employees, contractors and suppliers and was referenced in the Supplier Code of Conduct.

During the Reporting Period, the Company did not receive any reports relating to forced labour, child labour or other human rights abuses within its operations or supply chain.

8. Future Actions

The Company intends to further integrate its practices into Orezone's governance, compliance and responsible supply chain frameworks. Prior to completing the acquisition, Orezone conducted extensive legal, operational and compliance due diligence on Hecla Quebec, including reviews of its policies, practices and operational controls, and was satisfied that it maintained practices consistent with applicable legal and industry standards however Orezone was not in a position during that period to fully assess or oversee all aspects of its supply chain and labour practices. Accordingly, in 2026, Orezone intends to further evaluate the Company's suppliers, procedures and risk management practices relating to forced labour and child labour to ensure alignment with Orezone's standards, policies and expectations.

9. Approval and Attestation

This Report was approved pursuant to section 11 of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, the undersigned attests that they have reviewed the information contained in this Report. Based on their knowledge, and having exercised reasonable diligence, they attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act for the Reporting Period.

The undersigned has the authority to bind the Company.

OREZONE QUEBEC INC.

Per: *(Signed) "Chris McLean"*

Full Name: Chris McLean
Title: SVP, Finance and Administration
Date: May 29, 2026