

## HUMAN RIGHTS DECLARATION

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### 1. INTRODUCTION

Aris Mining Corporation (the “**Company**”) is committed to the promotion and protection of, and respect for, human rights.

The Company anchors its philosophies on fundamental sources such as the United Nations Universal Declaration of Human Rights, Voluntary Principles on Security and Human Rights and the Guiding Principles on Business and Human Rights. Although the Company recognizes that governments have the primary duty to ensure the respect, promotion and protection of human rights, it also believes that businesses play an important and positive role in promoting the respect for human rights in the communities in which they operate.

Human rights are the rights inherent to all human beings, without any distinction of nationality, residence, sex, ethnic origin, color, religion, language, sexual orientation, or otherwise. The Company respects the human rights of all individuals, and in particular those of its stakeholders, including its employees, communities, suppliers and contractors, as well as women, children, persons with disabilities and any other groups in a society whose situation may render them particularly vulnerable to adverse impacts on their rights or victims of structural discrimination.

To support this declaration, the Company has committed to:

- Treating all of its employees with respect and dignity and complies in all material respects with applicable national and international laws, including freedom of association, the right to collective bargaining, non-discrimination, health and safety and the prohibition of forced labor and underage labour.
- Conducting its business responsibly and maintains an open dialogue with communities to understand their social, environmental, cultural, and economic conditions and the impact the Company’s operations have on neighboring communities. The Company then works in accordance with these needs and expectations, to mitigate negative impacts and contributes to the sustainable development of the areas in which it operates. The Company strives to obtain free, prior and informed consent of indigenous communities, acknowledging their connections to lands and waters.
- Promoting respect for internationally recognized human rights among suppliers, contractors, consultants, security providers and other business partners, including with respect to the prohibition of child labour, forced labour, modern slavery and human trafficking. The Company incorporates these expectations into

procurement, contracting, onboarding, and monitoring processes.

- Managing security-related human rights risks in a manner guided by the Voluntary Principles on Security and Human Rights, including by ensuring private security providers use competent and appropriately trained personnel and to act consistently with the Company's human rights commitments.

## **2. RULE OF LAW AND MONITORING**

The Company will always comply in all material respects with applicable laws, respect the rule of law, and strive to respect the human rights that have been internationally recognized.

The Company continuously monitors its adherence to this declaration and will report annually on such compliance through the Company's Sustainability Report.

## **3. REVIEW AND APPROVAL**

The Company shall administer its commitments under this declaration and shall conduct oversight activities and support site-level execution of such commitments. The Company shall ensure broad communication of this declaration both within the Company and with its stakeholders and is responsible for public reporting on its performance through its disclosures and other external channels.

The Board's Sustainability Committee will review the Company's compliance with this declaration at least annually, and more frequently as required, and will report its findings to the Board of Directors.

Approved by the Board of Directors: May 10, 2023, as amended on July 29, 2026.