

HUMAN RIGHTS DECLARATION

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 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:

- Our **employees**: The Company treats all of its employees with respect and dignity and complies in all material respects with applicable national and international laws, including freedom of association, collective bargaining, non-discrimination and the prohibition of forced labor and underage labour.
- Our **communities**: The Company conducts 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.

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 March 12, 2025.