



ANTI-DISCRIMINATION POLICY

1. INTRODUCTION

Rua Gold Inc. (the “Company”) is committed to providing an environment that is free from unlawful discrimination and harassment. All employees, volunteers and members are entitled to an environment where they are treated with respect and dignity and have equal opportunity to fully contribute. All individuals within the organization are required to conduct themselves in a professional and appropriate manner and to refrain from engaging in discrimination or harassment.

This Anti-Discrimination Policy applies to all full-time, part-time, casual, contract, permanent and temporary directors, officers and employees of the Company. It applies to all aspects of employment including, but not limited to, recruitment, promotions, transfers, working arrangements, compensation and benefits and termination of employment. This Policy also applies to the Company’s volunteers.

2. DISCRIMINATION AND HARASSMENT PROHIBITED

Everyone has the right to an environment free from discrimination and harassment based upon characteristics protected under the Charter of Human Rights and Freedoms, C.Q.L.R. c. C-12, including race, colour, sex, gender identity or expression, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap.

Discrimination occurs when the rules, policies, procedures, or conditions adversely affect someone because of his/her membership in a protected group.

Harassment is a form of discrimination. Discriminatory harassment means engaging in a course of vexatious comment or conduct that is known or ought to reasonably be known to be unwelcome based upon protected characteristics.

3. ACCOMODATIONS

The Company is committed to making every reasonable effort to accommodate the needs of employees, volunteers and members in respect of matters related to unlawful discrimination or harassment. Employment accommodation is assessed and provided on an individualized basis. Employees are expected to cooperate in the search for and implementation of reasonable accommodation.

The Company will make every reasonable practicable effort to ensure that no employee, volunteer or member is subjected to unlawful discrimination or harassment. If the Company becomes aware of a potential incident of discrimination or harassment, it will investigate the complaint or incident in a fair, timely and confidential manner, in accordance with the



Company's internal investigation procedures and policies.

Accommodation requests or any questions related to the application of this Policy should be directed to the Chief Executive Officer. The Company is committed to responding to accommodation requests in a timely, confidential and sensitive manner.

4. VIOLATIONS OF THIS POLICY

Any violation of this policy may be grounds for disciplinary action, up to and including termination of employment, if applicable.

No reprisal or penalty will be taken against a person for bringing forward a complaint of unlawful discrimination in good faith. Any employee, volunteer or member who makes a complaint in bad faith, maliciously or without a reasonable and probable basis, or engages in a reprisal against an employee for filing a discrimination complaint will be subject to discipline.

This Anti-Discrimination Policy will be reviewed and updated whenever there is a change that affects its effectiveness in preventing unlawful discrimination.

The Company expressly reserves the right to change, modify or delete the provisions of this Anti-Discrimination Policy without notice.

Approved by the Board of Directors on August 13, 2026.