



HEALTH AND SAFETY POLICY

1. INTRODUCTION

Rua Gold Inc. (the “**Company**”) is committed to achieving the highest standards in its management of health and safety procedures at its operations. The Company understands it has a responsibility to provide a safe and healthy working environment for its workforce and is committed to preventing incidents and accidents and mitigating health and safety risks and hazards. The Company believes that health and safety must be everyone’s responsibility and prioritizes harm reduction. People are the Company’s priority, and the success of the Company is based on a strong culture of safety.

References to the Company in this Health and Safety Policy (the “**Policy**”) include all of its subsidiaries and any other entity controlled by the Company.

2. COMMITMENTS

To achieve our goals, the Company aims to, at a minimum:

- comply in all material respects with applicable laws and regulations in the countries in which it operates;
- implement Health and Safety Management Systems that meet international standards and applicable best practices, including setting objectives and targets and measuring the Company’s performance against them;
- promote a culture of personal responsibility among its workforce through the health and safety leadership of supervisors and managers;
- consult with its employees as well as its consultants and contractors about health and safety activities through regular safety meetings;
- investigate and appropriately address deliberate breaches in standards and procedures;
- respect its employees’ right to refuse to perform work that they consider unsafe;
- encourage its workforce to report all accidents, incidents and near misses so that they can be properly investigated, understood and prevented;
- audit and assess the systems and practices at each of its operations to ensure continuous improvement of its internal Health and Safety Management Systems;
- train its workforce so that each task, especially those of high-risk, is performed

safely;

- conduct risk assessments to (i) identify and mitigate hazards, (ii) minimize and control occupational hazards, and (iii) reduce safety and health risks associated with its business activities; and
- prepare and provide resources to all employees so that they are trained and equipped to respond to unforeseen emergencies and crises.

By adopting these principles and actively implementing them at its sites, the Company aims to ensure safe operation of its activities by its workforce.

3. REVIEW

This Policy will be reviewed and updated whenever there is a change in law or regulation that affects its effectiveness in providing a safe and healthy working environment for its workforce.

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