



SUSTAINABILITY POLICY

1. INTRODUCTION

Rua Gold Inc. (the “**Company**”) believes transparency, sustainable business practices and good corporate citizenship are critical to the long-term success of the Company. In order to create lasting social and economic benefits and to minimize health, safety, environmental and social impacts in its host communities, the Company commits to the following guiding principles:

- health and safety first;
- prioritization of environmental stewardship;
- regular community engagement; and
- ongoing transparency and accountability.

The purpose of this Sustainability Policy (the “**Policy**”) is to develop guidelines for the Company’s corporate actions to ensure that sustainable value is created for a wide range of stakeholders. This includes forming partnerships with local communities and stakeholders to address social challenges within the Company’s operations.

References to the Company in this Policy include all of its subsidiaries and any other entity controlled by the Company.

2. COMMITMENTS

The Company’s business activities and sustainable development objectives are accomplished by instituting a corporate culture that prioritizes its guiding principles and employs health and safety, environmental, social and governance practices that are guided by the following commitments:

- ensuring the health and well-being of all its employees, consultants, contractors and visitors;
- promoting respect of human rights for its internal and external stakeholders;
- supporting gender equality and inclusion in all its business activities;
- operating with the highest levels of environmental protection;
- contributing to the sustainable development of its local communities;

- respecting the rights, interests, traditional land use and cultural activities of indigenous peoples;
- promoting sustainable local procurement processes, including employment of personnel from its local communities;
- promoting transparency and committing to the highest compliance standards by operating its business ethically and in accordance with international and host-country standards;
- seeking to adopt and integrate internationally accepted good mining practices;
- using water and energy in the most efficient way possible.

3. ACCOUNTABILITY

The Company will work to continuously improve its sustainability and corporate responsibility performance by instituting education and training programs for employees, reducing its environmental impact, enhancing its contribution to social development and keeping the Company at the forefront of evolving best practices and expectations.

The guiding principles listed above comprise the framework of the Company's sustainability model, and comprise the commitments that all its employees must know, understand and carry out in order to encourage and maintain respect and trust with its stakeholders.

Any person who believes that the Company has participated in, or is about to participate in, activities which, in any way, violate this Policy is encouraged to use the reporting guidelines provided for in the Company's Whistleblower Policy.

4. REVIEW

This Policy will be reviewed and updated whenever there is a change in law or regulation that affects its effectiveness in fostering transparency, sustainable business practices and good corporate citizenship.

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