



BUILD, OPERATE & EXPLORE FOR MORE



REPORT ON FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

For the Financial Year Ended December 31, 2025,

TSX: GMIN | OTCQX: GMINF
GMIN.GOLD

1. ABOUT THIS REPORT

G Mining Ventures Corp. (“GMIN”) has prepared this report as our statement regarding forced labour and child labor in supply chains (the “Report”) covering the fiscal year of January 1 to December 31, 2025 (the “Reporting Period”) pursuant to Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

In accordance with the Section 11(2) of the Act, this is a joint report prepared on behalf of GMIN and its wholly owned and controlled subsidiaries G Mining TZ Corp. (“GMIN TZ”), GMIN Gurupi LTDA and G Mining Guyana Corp. (together, the “Company”, or “we”).

2. ABOUT OUR BUSINESS

G Mining Ventures Corp. is a mining company engaged in the development, operation and exploration of precious metals projects. GMIN is well-positioned to grow into the next mid-tier precious metals producer by leveraging strong access to capital and proven development expertise. GMIN is currently anchored by the Tocantinzinho Mine in Brazil, supported by the Gurupi Project in Brazil and the Oko West Project in Guyana — all with significant exploration upside and located in mining-friendly jurisdictions. GMIN trades on the TSX under the symbol “GMIN”.

Tocantinzinho Gold Mine, Brazil

Located in northern Brazil, the Tocantinzinho Gold Mine (“TZ” or the “TZ Mine”), is held by GMIN’s indirect (i.e., through GMIN TZ) wholly owned subsidiary Brazauro Recursos Mineraiis LTDA. (“BRM”). On September 1, 2024, the Company reached commercial production at TZ and its focus is henceforth to perform profitable commercial operations thereat.

Oko West Gold Project, Guyana

The Oko West Gold Project is located about 100 kilometers southwest of Georgetown, the capital city of Guyana, and approximately 60 kilometers from Bartica, the capital city of Region 7. The Project covers a 68 km² prospecting license area and exploration activities to date has outlined 5.4 million ounces of indicated gold resources and 0.4 million ounces of inferred material, supporting long-term development potential.

During the reporting period, we received the environmental permit from Guyana's Environmental Protection Agency (EPA) following the submission of G Mining's Environmental and Social Impact Assessment (ESIA) in September 2025. In October 2025, the Board of Directors formally approved the commencement of full construction, with an initial capital cost of US\$973 million. On December 08, 2025, Guyana Geology and Mines Commission (GGMC) granted our Mining License, authorizing the development, operation, and commercial gold production at Oko West.

Gurupi Project, Brazil

Situated in the Gurupi Gold Belt in northern Brazil, and being comprised of 47 tenements encompassing approximately 1,900 square kilometers, the Gurupi Project hosts multiple identified gold targets along a

+80 km mineralized trend, including the Blanket, Contact and Chega Tudo open pit deposits, which currently contain 1.83 million ounces of indicated and 0.77 million ounces of inferred mineral resources NI43-101-compliant gold resources and remain open for expansion.

Production and Employment

As of the date of the Report, the TZ Mine is the sole producing asset, achieving gold production of 171,871 ounces for the year ending December 31, 2025. The production was driven by the processing of 4,086 kt of ore at an average grade of 1.44 g/t Au and recoveries averaging 90.6%. Gold sales were 172,093 oz for the full year.

As of December 31, 2025, GMIN directly employed 1,903 people across Corporate, TZ Mine, Oko West and Gurupi projects, with TZ Mine accounting for 59% (1,127), Oko West for 38% (717), Gurupi for 2% (35) and our Corporate offices in Canada for 1% (24).

Location	#	%
TZ Mine	1,127	59%
Oko West	717	38%
Gurupi	35	2%
Corporate	24	1%
Total	1,903	100%

2.1. Governance

GMIN is building its portfolio of projects and operations with embedded principles of sustainability and respect for human rights throughout the company, from the board of directors (the “Board”) to our site employees. The Environment, Social and Governance Committee of the Board (the “ESG Committee”) is responsible for the overall oversight of all sustainability-related matters, including the management of human rights. The Vice President of Sustainability (the “VP of Sustainability”), who reports to the President & CEO of GMIN, is responsible for the Company’s overall sustainability strategy and the oversight of the sustainability function and its performance. The Corporate Director of Sustainability is responsible for developing and implementing the Company’s approach to managing human rights risks, including those related to modern slavery. Human rights risks within our projects and operations are cross-disciplinary and are jointly managed by relevant departments, such as Human Resources, Supply Chain, Community Relations and Health & Safety.

The VP of Sustainability provides quarterly updates to the ESG Committee regarding the implementation of human rights-related initiatives, including identified risks, human rights impact assessments, training sessions conducted, and grievance management.

2.2. Overview of the Supply Chains

The majority of the Company's procurement activities occur at the TZ Mine site level in Brazil, even though a considerable growth on the purchase of goods and services was also verified at the Oko Project due the beginning of early works and other early-stage construction activities in Guyana. The Company procures a wide range of goods and services for all its activities, from exploration to construction and operations. Goods typically include heavy equipment, processing chemicals, fuel and oils, explosives, spare parts and construction materials. Services cover employee transportation, heavy equipment maintenance, process plant support and diverse consulting assignments.

The Company is strongly committed to local procurement where feasible. In 2025, our TZ Mine issued purchase orders (PO's) totaling approximately USD 174 million, distributed across 1049 suppliers worldwide:

Origin	Value (k USD)
Africa	56
North America	4,691
South America	154,923
Asia	26
Europe	14,205
Oceania	145
TOTAL	174,047

Of the total POs value, 35.5% was with suppliers registered in the Pará State - Brazil, demonstrating the Company's commitment to sourcing locally.

In Guyana, the Oko Project initiated early works in Q1 2025, including the opening of access roads, and construction of camp/accommodation.

Therefore, procurement during the Reporting Period was mainly done for construction equipment and services, mine maintenance as well as all Georgetown and site administrative/service departments.

By complying with our mineral agreement in Guyana, our procure-to-pay strategy emphasizes local content and the development of our local community vendors.

Hence, the total amount of PO's issued for the Oko West Gold Project in 2025 was approximately USD 427M, with approximately 20% sourced in Guyana from a total of 696 suppliers.

Category	Number of Vendors	Number of POs	Value (k USD)	%
Local Community	57	169	4,300	1
Local (Guyana)	380	2,471	79,777	18.7
International	259	658	342,741	80.3
TOTAL	696	3,298	426,819	100

A very small number of goods and services are procured from the headquarters in Canada, primarily for the day-to-day operation of the office and consultancy services for corporate mandates.

3. OUR POLICIES AND DUE DILIGENCE PROCESS

The Company recognizes the mining industry's potential to promote human rights, but also its capacity to negatively impact them. We are aware that modern slavery remains a global concern, particularly given the complexity of supply chains in the sector. As such, we are committed to upholding internationally recognized human rights and to actively identifying risks across our sites and business relationships to ensure effective management.

Our Policies

Our approach to human rights is grounded in several commitments and processes that are outlined in different policies approved by our Board:

- **Anti-Child & Forced Labour Policy**: Explicitly states our zero-tolerance approach towards child labour and forced labour within its operations and supply chain and sets out the obligations and responsibilities of Company personnel to the subject.
- **Human Rights Policy**: Details our objectives, commitments, practices, and procedures in relation to human rights.
- **Third-Party Code of Ethics & Business Conduct**: States the expectations towards suppliers, contractors, representatives, service providers and any other third parties that work for or on behalf of the Company related to various ethics and human rights topics, including explicitly the prevention of modern slavery.
- **Code of Ethics & Business Conduct**: Defines the standards and values which Company personnel are expected to follow to conduct ethical business. It also reinforces the commitment of the Company in preventing and reducing the risk of child labour and forced labour.
- **Diversity Policy**: Demonstrates the Company's commitment to achieving and maintaining diversity across all roles within the Company, including at the executive level, with a focus on gender diversity.
- **Policy Against Harassment & Discrimination in Workplace**: Establishes a zero-tolerance approach to harassment and discrimination, and outlines response procedures for reported incidents.
- **Whistleblowing Policy**: Defines the principles for maintaining corporate integrity and for reporting and investigating breaches of our Code of Ethics and Business Conduct, including cases of harassment. It also ensures protection from retaliation for those who report in good faith.

Continuing the improvement of our environmental and social performance management systems, and guided by our policies, GMIN has initiated during the reporting period with the development of Corporate Environment & Social Performance Standards. These standards will establish the minimum

operational requirements for our projects and operations to follow to guarantee appropriate management of impacts, including on human rights and, more specifically, on modern slavery. The performance standards are planned to be completed in 2026 and will be rolled out to all our assets followed by appropriate training.

Due Diligence Process

Based on the Company's principles to respect human rights and on our Human Rights Policy, we regularly conduct due diligence to manage human rights in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), including:

- Identification and assessment of actual or potential adverse impacts on human rights;
- Implementation of measures to stop, prevent, mitigate and remediate those impacts;
- Development of mechanisms for monitoring the effectiveness of controls and outcomes;
- Implementation of an effective grievance mechanism and
- Regular and transparent communication of identified impacts and mitigation actions.

Human Rights Impact Assessment (HRIA)

Following the commencement of commercial operations at TZ Mine in September 2024, the Company engaged a third-party human rights consultant with solid expertise to conduct a Human Rights Impact Assessment ("HRIA") at the site and a gap assessment of the Company's overall human rights management practices.

In 2025 we completed the HRIA at TZ Mine in line with the UNGPs, the OECD Guidelines for Multinational Enterprises, and the Danish Institute for Human Rights' HRIA Guidance and Toolbox. Through meaningful engagement with external stakeholders such as community members, key suppliers, local authorities, employees, and vulnerable groups, the HRIA identified the potential and actual human rights impacts of our business's activities, including a specific analysis of modern slavery risks in our supply chain.

The HRIA results informed the development of an Action Plan with general recommendations to improve our screening and other processes in our supply chain at TZ Mine.

4. FORCED LABOUR AND CHILD LABOUR RISKS

The Company currently holds assets either in operation or in development in Brazil and Guyana. These jurisdictions are generally considered to have a moderate to low risk of modern slavery¹. However, we acknowledge that the nature of the mining industry and its diverse, global supply chains can introduce risks to fundamental human rights, including forced labour and child labour.

As such, we are committed to continuously improving our due diligence practices to identify potential risks and implement measures to prevent modern slavery across our operations and supply chains.

¹ Walk Free – The Global Slavery Index 2023 - <https://www.walkfree.org/resources/>

Our Operations

Based on our own assessment, the risk of forced labour and child labour within our direct operations is low. This assessment is based on our adherence to the International Labour Organization (ILO) standards and national labour laws in Brazil and Guyana. These include regulations on working hours and shifts to the mining sector, minimum hiring age, and fair compensation.

At TZ Mine and Gurupi Project, we only hire individuals aged 18 and above. The sole exception is the Brazilian national program, "*Jovem Aprendiz*," which permits the employment of students aged 14 and older in part-time administrative roles during non-school hours. This government-regulated program supports youth future integration into the labour market and does not include hazardous work and/or any mining activities.

In 2025, all Company employees received salaries above the minimum wage mandated by national legislation.

Our Supply Chains

Our Third-Party Code of Ethics and Business Conduct reinforce our zero-tolerance policy toward modern slavery and sets expectations for our suppliers to adhere to the same standards. These expectations are incorporated into contracts, and the Company reserves the right to request evidence of efforts made by suppliers to prevent modern slavery.

As part of our Due Diligence process, we have conducted assessments at both our TZ Mine and Oko West Project supply chain.

Considering the current stage of Operations at the TZ Mine, we engaged a third-party consultancy firm to conduct a more comprehensive assessment of our supply chain. The objective of this work was to better understand our supply chain and potentially high-risk suppliers or specific sectors and determine appropriate strategies to mitigate potential impacts of modern slavery.

The assessment reviewed a total of 213 suppliers across 20 sectors. Based on sector risk exposure and operational relevance, 14 sectors were prioritized for detailed analysis, including engineering and geotechnics, logistics, transportation, equipment assembly and maintenance, operational mining services, food services, security, infrastructure and accommodation, information technology, environmental services, telecommunications, human resources, legal services and marketing. Lower-risk or low-exposure sectors such as consulting, equipment rental, medical services and administrative services were excluded from the detailed mapping due to limited human rights exposure.

The methodology used for the assessment aligned with internationally recognized human rights due diligence frameworks, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), OECD Due Diligence Guidance for Responsible Business Conduct and International Labour Organization (ILO) standards. Risks were evaluated using a severity and likelihood approach, considering scope, scale and irremediability of potential impacts.

The assessment combined several sources of information, including:

- sector-specific human rights risk analysis;
- findings from the Human Rights Impact Assessment (HRIA);
- Modern Slavery Act reporting inputs;
- interviews with the Supply Chain team; and
- supplier self-assessment data collected through the “Human Rights Thermometer” initiative.

The assessment found that five sectors accounted for more than half of all mapped forced labour and child labour risks: human resources, engineering and geotechnics, logistics, equipment assembly and maintenance, and food services. Engineering and geotechnics, logistics, equipment assembly/maintenance and personnel transportation represented approximately 80% of all high-risk findings.

To strengthen supply chain oversight, we also supported the implementation of the “Business and Human Rights Thermometer²”, through which selected suppliers completed a confidential self-assessment on human rights due diligence maturity. Twenty-three suppliers participated in the initiative, selected based on criteria including sector risk, geographic vulnerability, contract recurrence, compliance history and financial dependency.

The results demonstrated that many suppliers — particularly small and medium-sized enterprises (SMEs) — still lack formalized human rights risk assessment methodologies, structured monitoring systems and external grievance mechanisms. While stronger performance was observed in occupational health and safety and basic labour protections, significant gaps remain in areas such as supply chain monitoring, stakeholder engagement, environmental management, anti-corruption controls and formal human rights governance.

Through this process, the Company identified opportunities for strengthening its own supply chain due diligence and engagement approaches, particularly when working with small and medium-sized suppliers, including:

- strengthening occupational health and safety controls in high-risk sectors;
- improving oversight of working conditions and excessive working hours;
- reinforcing supplier due diligence and monitoring practices;
- expanding grievance and remediation mechanisms accessible to workers and communities; and

² The Business and Human Rights Thermometer is a confidential self-assessment tool that supports suppliers in implementing human rights due diligence. The application of the Thermometer initiative, funded by G Mining, used the tool as a strategy to evaluate a group of its suppliers. Upon completion, each supplier had access to an individual dashboard to view their results, while our third-party consultant consolidates the aggregated results of the initiative. It is important to note that G Mining can't identify individual suppliers from the collected data.

- supporting suppliers, particularly SMEs, in developing more robust human rights management systems and policies related to forced labour and child labour prevention.

At the Oko West project, we conducted an initial assessment to a small sample of our supply chain, including a brief questionnaire applied to a sample of suppliers where 14 questions were applied to review labor standards, governance, grievances management and community impacts. The overall supplier responses showed a general good awareness of basic human rights expectations, with a stronger performance observed on labour conditions and health & safety compliance. Gaps remain in the formalization of policies, grievance mechanism and reporting practices. In the next years, a more comprehensive assessment will be conducted to inform future strategies to manage human rights risks in our supply chain at Oko project.

Remediation Measures

The Company is committed to providing or supporting the remediation of adverse human rights impacts that we have caused or contributed to. We recognize that effective and trusted grievance mechanisms are essential for identifying and addressing potential instances of child labour or forced labour.

To this end, the Company has established various policies, standards, and processes, including:

- **Feedback/Grievance Mechanism:** This mechanism provides internal and external stakeholders with accessible channels to report any actual or perceived impacts caused by our operations, employees or contractors. In 2025, we developed formal procedures at our three assets for grievance management. These procedures are aligned with the effectiveness criteria from the UNGPs for non-judicial grievance mechanisms and reports can be submitted through multiple channels, including our physical offices located close to our communities in Itaituba (Brazil), Bartica (Guyana) and Centro Novo do Maranhão (Brazil), dedicated WhatsApp numbers, and our online portals:
 - **TZ Mine:** <https://gmining.boreal-is.com/portal/gminingtz>
 - **Oko Project :** <https://gmining.boreal-is.com/portal/gminingoko>
 - **Gurupi Project :** <https://gmining.boreal-is.com/portal/gmininggurupi>
- **Whistleblowing system**

Our whistleblowing system applies to all Company employees, officers, directors, suppliers, service providers, and partners. It is designed to receive reports on a wide range of ethical and compliance issues, including concerns related to discrimination, harassment, and retaliation against individuals who report in good faith.

Confidential and anonymous reports can be submitted via:

 - (450) 465-1950 ext. 233 and/or
 - Email: ethics@gminingventures.com

To date, the Company has not identified any incidents related to child labour or forced labour —either internally or through existing grievance channels — during the Reporting Period. Consequently, no remediation measures were required, and there were no identified cases involving loss of income to vulnerable families.

5. TRAINING

In 2025, we strengthened our awareness by delivering specialized training on the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* through an external consultant. We conducted two online sessions, one in English and one in Portuguese. In total, forty-two employees participated, including sixteen from Corporate, fifteen from TZ Mine, seven from Oko West, and four from the Gurupi team. Participants included site managers and team members from the Environment, Social, and Procurement departments, who play key roles in supply chain oversight and community engagement. This initiative improved understanding of legal obligations and enhanced our operational readiness to identify and address modern slavery risks.

6. ASSESSING EFFECTIVENESS

The Company commenced commercial operations at the Tocantinzinho (“TZ”) Mine in the fourth quarter of 2024 and continued stabilizing operations throughout 2025. During the reporting period, the Company also initiated the development of its second mining project, the Oko West Project. As the Company continues growing, strengthening of the environmental, social and governance (“ESG”) management systems, remains a key objective. As part of this process, the development of corporate performance standards related to human rights and responsible supply chains and the review of current policies are planned to be done in 2026.

Informed by the different assessments conducted at our sites in 2025, the Company is also developing and implementing action plans to strengthen human rights due diligence processes, including measures aimed at preventing and mitigating risks associated with forced labour and child labour. These initiatives include the enhancement of supplier engagement and monitoring processes, the development of internal standards and procedures, and the implementation of targeted mitigation and remediation measures, supported by mechanisms to monitor effectiveness and accountability.

In parallel, the Company also maintains grievance and whistleblowing mechanisms across all three assets, providing accessible channels for workers, contractors, suppliers, communities and other stakeholders to raise concerns or report potential human rights-related incidents.

The Company will continue to advance its human rights and modern slavery risk management framework as its operations and projects evolve, and progress will continue to be communicated through annual reporting pursuant to the Act and through the Company’s sustainability disclosures.

7. APPROVAL AND ATTESTATION

This report was approved by the Board of Directors of G Mining Ventures Corp on May 25, 2025.

I have authority to bind G Mining Ventures Corp., G Mining TZ Corp. and G Mining Guyana Corp.



Louis-Pierre Gignac

Louis-Pierre Gignac

President & Chief Executive Officer, G Mining Ventures Corp.

May 25, 2026