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Workforce Health and Safety

Why it Matters to Orla

The health and safety of our people is fundamental to everything we do as a mining company, influencing all areas and functions of our business. While mining by its very nature involves high risk processes, such as the use of explosives, operating heavy machinery, working at heights, and working with cyanide and other chemicals, we believe that occupational injuries and illnesses are preventable through good, safe work practices and continuous risk management.

Our Safety Vision and Approach

Providing a healthy work environment that's as safe as possible for our people is of the utmost importance to Orla and critical to our long-term success. Safety goes beyond just rules and procedures that we follow - it's a value we live by.

Our leadership sets the vision and goals for health and safety at Orla, and the Environmental, Sustainability, Health and Safety (ESHS) Committee of the Board reviews and approves all related initiatives, strategies and resources to support effective health and safety performance. Our Health and Safety Policy sets out our commitments and it is provided in employee orientations and contractor

information packages. We post the policy on our website and at all sites along with other safety rules and signage.

Through our systems, employee behaviors, and effective symbols (e.g., everyone using their complete PPE onsite), we provide a safe environment and experience for our direct and indirect employees, site visitors, and other stakeholders.



To live up to our commitments and ensure good performance, we have a Health and Safety (H&S) Management System that conforms with leading international standards such as 45001 on occupational health and safety, Toward Sustainable Mining (TSM), and regulatory frameworks in the jurisdictions in which we operate. This system encompasses our standards, programs, and procedures for continuously identifying hazards and controlling risks in our workplace, as well as ensuring regulatory compliance.

Components of our H&S Management System includes:

- Identifying, measuring, and mitigating or eliminating potential health and safety hazards and risks prior to any work taking place.
- Providing safety training, instruction, and ongoing awareness-building, so everyone in the workplace understands their responsibilities and can perform their duties safely and effectively every day.
- Providing appropriate safety equipment and signage.
- A hazard reporting process.
- Tracking and investigating incidents and near-misses.
- Taking corrective actions to remove hazards, decrease risk, and ensure key learnings are integrated across our operations so that the potential for future occurrence is minimized or eliminated.
- Measuring performance using workplace inspections and audits.
- Maintaining a work environment free from discrimination and harassment.

Health and safety is a shared responsibility and we empower our people to create and own a culture of safety. Our joint Occupational Health and Safety and Emergency Management Committees are site-based teams made up of elected members from across all site departments, managers, unionized and nonunionized employees, and contractor representatives. Led by our general managers, the committees engage employees in health and safety

discussions and planning, and give them a voice to speak up with ideas and feedback to enhance or resolve health and safety issues in our workplace.

While we recognize that it's impossible to eliminate all occupational risks, through proactive risk management and robust safety practices we continuously aim to minimize and control these risks so that we protect our people and our business.

Orla's Health and Safety Approach

Safety at Orla goes beyond rules and procedures that we follow – it's a value we live by.



2022
Highlights

19

average hours of health, safety and emergency response training for employees

0

LTIFR achieved at Camino Rojo, our first producing mine

1.49

LTIFR across our three mine sites



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Rescue Training at Cerro Quema

2022 Highlights

- In 2022, our inaugural year of mining production at Camino Rojo and for Orla overall, we achieved strong safety results. Camino Rojo had no lost time incidents during 2022, an outstanding result for its first year of operation and one that our workforce is proud of. The Camino Rojo's LTIFR was consequently zero, compared to 0.81 in 2021, when we experienced two lost-time incidents during mine construction. LTIFR measures lost time injuries per 1 million person-hours worked.
- Overall, across our sites, there were a total of 18 injuries in 2022, up from 15 the previous year; however, incidents requiring medical intervention apart from simple first aid ("total recordable incidents") decreased from five in 2021 to four last year. Our company-wide LTIFR increased from 0.72 in 2021 to 1.49 in 2022. Orla has not experienced any employee fatalities since the Company's inception.
- In 2022, health, safety, and emergency response training for each employee and contractor was 19 hours and 5 hours, respectively, on average.
- During the year, our health and safety culture and practices continued to mature. We now have a Health and Safety department with full-time personnel at Camino Rojo and Cerro Quema, and as of December 31, 2022, all of the sites had formed their own joint management-employee H&S committee, led by our general managers. Safety communication and due diligence also increased: employees reported and addressed even the most minor safety incidents, and there was also a threefold year-over-year increase in reporting "high potential near misses" as a result of an increased training. By reporting and analyzing situations that could have resulted in harm or significant injury, our teams are able to learn and take steps to mitigate the risk before any injury or loss can occur.

- In 2022, Camino Rojo adopted the “Empresa Segura PASST” (Safe Company) standard and obtained the “Entornos Laborales Seguros y Saludables ELSSA” [Safe and Healthy Work Environment] recognition. For its strong commitment and performance, our Camino Rojo team was selected by the Zacatecas Mining Cluster to lead the industry’s Health and Safety Committee of mining companies and contractors.

2022 Health, Safety and Emergency Response Training

AVERAGE HOURS IN 2022

Average hours of training for employee	19.07
Average hours of training for contractors	5.28

2023 Focus

- Expand our H&S Management System to reflect Orla’s evolution as gold producer.
- Complete full integration of our main contractors to H&S standards and certification in Mexico.
- Achieve 2023 targets:
 - Zero work-related fatalities
 - Zero LTIFR

CASE STUDY

Uniting employees and contractors to pursue common safety goals

Contractors are essential partners supporting Orla’s activities and success.

Following our transition to gold producer in 2022, we prioritized working closer with our contractors at Camino Rojo to establish health and safety as a core principle. Our goal is to have 100% of employees and contractors united by a clear target: eliminate fatalities, serious injuries, and occupational diseases.

Our H&S team worked collaboratively with the contractors to achieve recognized government certifications, PASS and ELSSA, awarded by the Mexican Secretary of Labour and the Mexican Social Security Institute, respectively. Our three main contractors — Grupo Peal, Grupo Terra and ActLabs — completed the four areas of the training

and certification programs and will receive their credentials early in 2023. As part of the training last year, the three contractors and 72% of Camino Rojo employees were trained to manage and prevent work-related injuries, occupational diseases, and psychosocial risks. The remaining employees will complete the training in 2023. The training covers a range of topics such as injury prevention strategies, ongoing health monitoring and mental health.

This collaborative effort has achieved positive results. Camino Rojo closed 2022 with zero fatalities and no lost time incidents, including employees of our contractors.

Our focus in 2023 is working together with the remaining group of contractors and maintaining our safety certification status.



Camino Rojo GM launching the Health & Safety Committee of the Zacatecas Mining Cluster