



**COLLECTIVE**  
MINING

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## SUSTAINABILITY POLICY

### 1. PURPOSE & OBJECTIVES

Collective Mining Ltd. (“we”, or the “Company”) firmly believes in the value of promoting safe operations and strong environmentally and socially responsible standards and practices and to minimize impacts from our activities to ensure our projects create value and share it with the Company’s stakeholders in the future. Thus, sustainability is a strategic area of our business, and it is integrated in every aspect of our operations which are guided by the following:

- We are guests in the territory that welcomes our operations, and as such, we behave accordingly, respecting human rights, cultures, traditions, customs and values of those impacted by our activities.
- We build trust with our stakeholders through timely, transparent and respectful communication and engagement.
- Natural resources are a cornerstone of our Company’s purpose, therefore we apply advanced operational standards and responsible environmental stewardship in accordance with the principles of sustainable development.
- We believe in developing projects collectively, therefore we seek to involve our stakeholders into our corporate purpose, as well as our environmental and social practices.

This Policy is integrated to all levels and aspects of the Company and requires all employees and contractors to comply with the Company’s Code of Business Conduct and Ethics, as well as our Health, Safety and Security Policy.

### 2. COMMITMENTS

Through this Policy we are committed to:

#### Operational Excellence



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- Develop a rigorous technical, environmental and social understanding of the territory for informed decision making.
- Implement advanced operational standards in our activities.
- Provide appropriate training for all employees on efficient and safe ways to perform their duties.
- Ensure that effective controls, tools and technologies are in place to minimize and mitigate identified risks.

### **Environmental Stewardship**

- Anticipate and identify environmental risks to develop control, mitigation and/or elimination methods.
- Implement emergency and crisis response plans to address possible impacts of unforeseen events.
- Promote water and energy efficiency initiatives in our operations, and in our area of influence to conserve natural resources and protect biodiversity.
- Implement measures to conserve natural resources and reduce greenhouse gas emissions.
- Rehabilitate the Company's impacted areas to their original conditions and ensure their stability.

### **Stakeholder Engagement**

- Build a relationship with our stakeholders based on trust through timely, open and transparent communication.
- Align our social investment programs with territorial development agendas.
- Promote integration and coexistence between the Company's activities with traditional activities (i.e. agriculture, livestock, traditional mining) and local businesses to generate employment and a sustainable and productive development.
- Establish transforming alliances for the benefit of the territory and adopt culturally specific relationships in our interactions with ethnic communities, in order to preserve and promote their cultural identity.

### **Human Rights**



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- Respect the rights and freedom of our stakeholders without discrimination, paying special attention to the rights of the most vulnerable (i.e. children and elderly)
- Respect the right to a healthy environment, access and quality of water within our activities.
- Respect free and informed prior consultation mechanisms as a means of participation of ethnic groups, when appropriate.
- Respect the rights of communities regarding land and traditional mining.
- Promote a Culture of Human Rights as a part as our Company's standard of operation.
- Know, respect and preserve diversity, cultural heritage and local tradition and recognize the individual and collective rights of ethnic minorities.

### **Governance Matters**

- Promote a culture of sustainability in the Company by strengthening corporate governance, employee development and optimal health and safety standards in the workplace and in the communities.
- Promote leadership, personal commitment and accountability to this Policy from all employees and contractors.
- Ensure sufficient resources are allocated to implement and manage these commitments.
- Measure and verify our performance periodically.
- Strive for continuous improvement by setting objectives, measuring results against those targets and recognizing and rewarding performance.
- Comply with our internal policies, Code of Conduct and Ethics, with the local laws and regulations as well as other well recognized industry practices.

Our Sustainability Policy is communicated to all employees and contractors, and it is available to all stakeholders through our intranet and website, as well as at our operations and offices.

### **3. ADOPTION**

This policy was adopted by the Board effective on December 11<sup>th</sup>, 2024.

