



HEALTH, SAFETY AND ENVIRONMENTAL

POLICY MIDLAND EXPLORATION INC.

(the "Corporation")

This policy constitutes the Corporation's commitment to social responsibilities, the health and safety of its employees and respect for the environment where it works and outlines its guiding principles in this regard. The Corporation is committed to promoting respect for these responsibilities by continually improving its knowledge, its understanding of challenges and its actions.

Social Responsibilities and Community Involvement

Our business model is designed to ensure that we are close to our communities. As members, we embrace our social responsibilities and contribute to the continuous development of the communities in which we live and work. The Corporation continues to strengthen a culture of sustainable and profitable growth by formalizing a collective commitment to acting responsibly across our operations.

We work together to ensure that our commitment to responsible business practices in terms of quality management, environmental responsibility, community giving and care of our professionals is achieved both within the Corporation and throughout our chain of partners and consultants.

Health and Safety

Our purpose is to respect our employees and protect and promote their health and safety. Accordingly, the Corporation makes every effort to ensure the safety of its employees against risks and exceptional situations that may occur during its activities. This policy helps uphold our values and benefits all of the Corporation's employees, suppliers, shareholders and the communities in which it operates.

We recognize and encourage each employee to actively support this policy and take part in the implementation of the following guiding principles:

- Make health and safety an integral part of the management and decision-making process in order to promote a veritable health and safety culture within the Corporation;
- Establish workplace environments at all sites that promote employee participation in the achievement of health and safety goals by providing the appropriate expertise, training and infrastructure;
- Comply with applicable laws, regulations and any other health and safety requirements;
- Require that all suppliers and contractors comply with our health and safety standards;

- Maintain a health and safety management system compliant with applicable standards through continual improvement of our business processes;
- Consider health and safety requirements from project conceptualization through the implementation of risk assessment programs as well as emergency preparedness and security plans at our sites;
- Advocate open, transparent, fact-based communication for employees and all other stakeholders concerned with health and safety;
- Submit an annual report on the Corporation's health and safety performance to the Corporate Governance Committee.

The Environment

Furthermore, the Corporation recognizes that appropriate environmental management is essential to the proper conduct of its mining operations and activities. Accordingly, our goal is to minimize the environmental impacts of our projects and activities. The Corporation makes every effort to protect the environment against risks that may arise from its activities and encourages any action that contributes towards the responsible management of natural resources.

The Corporation is committed to working with stakeholders to promote actions that contribute to increased energy efficiencies, including monitoring and adopting management processes to reduce greenhouse gas emissions. This policy helps uphold our values and benefits all of the Corporation's employees, suppliers, shareholders and the communities in which it operates. We recognize and encourage each employee to actively support this policy and take part in the implementation of the following guidelines:

- Make the environment an integral part of the management and decision-making process and incorporate environmental criteria into the design of projects, whether they be exploration activities, camp construction or access logistics or use of equipment by the Corporation or its contractors;
- Implement an effective environmental management system by establishing measurable targets for environmental practices, in particular a) limiting pollution, greenhouse gases and other emissions, b) encouraging the prudent use of water, power and other natural resources, c) limiting waste and disposing of waste in a responsible manner, d) reducing, reusing and recycling resources;
- Rehabilitate environments affected by our exploration operations, returning them, to the extent possible, to their natural or original state and ensure the long-term safety and stability of the land once our activities have ceased;
- Provide all employees with the tools, expertise and training needed to apply this policy and to motivate them to take responsibility for and comply with the environmental management system when performing their duties;
- Comply with applicable environmental regulations;

- Sensitize employees, contractors and suppliers to comply with our environmental management system and to respect the spirit of this policy;
- Implement risk analysis programs as well as emergency measures plans;
- Develop mechanisms to monitor regulations and consult with stakeholders in order to remain apprised of environmental regulations that may affect operations;
- Submit an annual report on the Corporation's environmental performance to the Corporate Governance Committee.

(S) Gino Roger

Gino Roger, Chief Executive Officer

(S) René Branchaud

René Branchaud, Secretary

APPROVED BY THE BOARD OF DIRECTORS
JUNE 2023