



SUSTAINABILITY POLICY

1. General Commitment

Midland Exploration Inc. (the “**Corporation**”) is committed to adhering to the highest standards of environmental, social and governance (“**ESG**”) practices in jurisdictions where the Corporation operates.

The Corporation views sustainability not only as the useful life of a mine or its direct environmental and social impacts, but rather as the full range of initiatives aimed at generating positive and long-term benefits for surrounding communities. These initiatives include participatory projects that have the potential to sustainably improve well-being and quality of life beyond the closure of mine sites.

2. Purpose of the Policy

This policy guides the Corporation’s ESG efforts. It applies to all of its activities, including:

- Reporting and disclosures (material or otherwise),
- Business practices,
- Internal policies and procedures,
- Investment decisions,
- Activities of the Board of Directors and its committees,
- Stakeholder engagement,
- Investor relations.

This policy is reviewed annually by the Compensation and Governance Committee (the “Governance Committee”). It may be amended from time to time to reflect changes in legislation, recognized standards (e.g., GRI, TCFD, SASB) and stakeholder expectations.

3. Role of the Governance Committee

The Governance Committee reports directly to the Board of Directors and oversees the Corporation’s compensation, governance and ESG strategy, policies and practices. It acts as a coordination point for both existing and emerging ESG issues.

Its main objectives are to:

- Strengthen the integration of sustainability, environmental performance and governance objectives across the entire organization;
- Promote best practices relating to organizational structure, regulatory compliance and governance;
- Foster understanding of social and governance issues within the mining industry;
- Establish, implement and enforce applicable corporate governance standards.

Every year, the Governance Committee evaluates the Corporation's projects based on their potential to generate measurable environmental benefits, namely through improved energy efficiency or a reduction in greenhouse gas emissions.

4. Corporate Commitments

More broadly, the Corporation is committed to:

- Implementing best practices relating to environmental management, including:
 - Responsible development of natural resources,
 - Waste management,
 - Water consumption and conservation,
 - Reducing emissions,
 - Protecting biodiversity.
- Creating shared value for host communities, in keeping with the stage of development of the Corporation's projects, by:
 - Supporting vocational training programs,
 - Building or maintaining collective infrastructure.
- Fostering local partnerships to ensure the sustainable implementation of projects funded by the Corporation;
- Always complying with applicable legislation and environmental regulations in all applicable jurisdictions;
- Assessing, monitoring and reducing the environmental footprint of its activities using clear objectives and measurable targets, including monitoring and reporting mechanisms, namely under the ECOLOGO® certification.

Through this policy, the Corporation reaffirms its commitment to integrating sustainability principles into all of its activities, through each stage of the mining cycle. Aware of its role as an economic, social, and environmental actor, the Corporation intends to conduct its operations in a responsible, transparent and sustainable manner, showing respect for communities, the environment and future generations.

Implementation of this policy relies on diligent governance, active stakeholder involvement, ongoing risk assessment and continuous improvement of our practices. It reflects the Corporation's will to create long-term value for its shareholders, employees, partners, local communities and society as a whole.

(S) Gino Roger

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President & CEO