

Document Name:	Environment, Social and Governance Policy		
Document Type:	<b>Corporate Policy</b>		
Creation Date:	Current Issue:	Future Review Date:	Document Name:
Jan 22, 2026	1	Jan 1, 2027	CORP-POL-002-REVO

## 1. Purpose

Abitibi Metals Corp. (“Abitibi” or the “Company”) has adopted this Environmental, Social and Governance Policy (“Policy”) to guide the integration of ESG principles and practices into all company activities and those of its subsidiaries. This integration will be tailored to each project’s stage, risks, and technical and economic realities.

This Policy supports Abitibi’s commitment to fostering a culture of care for its workers, including employees and contractors, the environment, Indigenous peoples, surrounding communities, and other stakeholders as the Company advances projects through exploration, evaluation, and early development

ESG performance is a shared responsibility. The Company recognizes the importance of sustainability considerations, and the identification and management of ESG-related risks and opportunities appropriate to its stage of development. This includes consideration of climate-related risks and opportunities as project knowledge, studies, and data maturity advance. Abitibi respects the diversity of cultures, customs, and values, upholds fundamental human rights, supports the elimination of forced or compulsory labour and child labour, promotes workplace health and safety, and strives to maintain a respectful work environment free from harassment and discrimination.

## 2. Revision History

Date	Author	Section(s)	Purpose of Modification

## 3. Application

This Policy applies to Abitibi and its controlled subsidiaries, including all directors, officers, employees, consultants and contractors.

## 4. Commitments

Abitibi strives to integrate ESG considerations into decision-making and to manage, monitor, and disclose ESG-related matters in a manner proportionate to its activities and development stage, while conducting its activities in compliance with applicable laws and regulations in

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each jurisdiction in which it operates, industry standards to which it subscribes, commitments to local communities and Indigenous rights holders, and the Company’s Code of Conduct and Health Safety and Environment Policy

## A. Environment

Abitibi seeks to responsibly manage environmental risks and opportunities by:

- identifying and considering technically and economically feasible opportunities to reduce environmental impacts as projects advance;
- considering greenhouse gas emissions and energy efficiency as part of future project studies and evaluations;
- identifying climate-related physical and transition risks as information becomes available;
- being a responsible steward of water resources through careful planning, monitoring, and protection of water quality;
- considering biodiversity and land-use impacts during exploration and development planning;
- planning for responsible waste, materials, and tailings management as projects progress through technical studies;
- considering life-of-project and closure-related factors as part of future project evaluations;
- complying with applicable environmental legislation, permits, and regulatory requirements.

## B. Social

Abitibi seeks to manage social considerations by:

- providing a safe and healthy workplace and reinforcing that health and safety is paramount in decision making;
- maintaining an appropriate level of emergency preparedness relative to the nature and scale of activities;
- fostering a respectful, inclusive, and professional work environment free from harassment and discrimination;
- treating workers fairly and equitably and supporting diversity and inclusion;
- providing training and development opportunities appropriate to roles and responsibilities;

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- respecting the human rights of Indigenous peoples by engaging in open, transparent, and respectful relationships that recognize the diversity of Indigenous identities, cultures, languages, customs, and traditions;
- seeking to support local communities through early engagement, communication, and participation opportunities where practicable; and
- upholding internationally recognized human rights principles.

### C. Governance

Abitibi seeks to manage social considerations by:

- ensuring the Board of Directors and executive management promote a culture that integrates ESG considerations into corporate governance, strategy, and decision-making;
- developing fit-for-purpose policies, procedures, and management systems that evolve with the Company’s growth;
- communicating this Policy to employees, contractors, and relevant stakeholders; and
- reviewing ESG-related risks, opportunities, and disclosures as part of ongoing corporate oversight
- Making whistleblower & reporting mechanisms available

## 5. Review

The Board of Directors, or a delegated committee thereof, will periodically review this Policy to assess its continued relevance and adequacy and will approve any material amendments.

## 6. Adoption

This Policy is adopted by the Board of Directors of Abitibi Metals Corp. and becomes effective as of the date of approval.

## 7. Record Control

Authorization	Name and Signature	Date
Author		
Safety Department		
Chief Operating Officer		

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8. Resources

9. Appendix