

Health and Safety Improvement Plan

Tacora's Scully Mine facility has achieved Level A for all indicators of the Safety and Health Protocol with the exception of Indicator 4. Tacora is committed to zero-harm and providing a safe and healthy workplace for all. To showcase this commitment, the facility has a goal of achieving Level AA in all indicators in 2025. To address the Indicator 4 gaps, Tacora has outlined specific actions in Table 1 below.

Table 1 Indicator 1 – Monitoring and Reporting.

Level	Requirement Description	Achieved? (Y/N)	Action Plan	Schedule
Indicator 4 Level B	1. Are some basic safety and health metrics monitored and reported to facility management on a regular basis, beyond regulatory requirements?	Y	N/A	N/A
	2. Are key performance indicators reported or posted within the facility?	Y	N/A	N/A
	3. The company has developed an action plan to meet all Level A requirements.	Y	N/A	N/A
Indicator 1 Level A	1. Is there a documented safety and health monitoring and reporting program in place that includes:			
	a. Performance metrics that are clearly defined, consistently applied, regularly assessed (including against broader industry	Y	N/A	N/A

	performance), and internally reported?			
Indicator 1 Level A	b. Performance metrics used to analyze trends for informing decisions and guiding continuous improvement?	N	Tacora will investigate safety program capabilities to provide trend analysis to inform decisions and guide continuous improvement.	Q1 2025
	c. A monitoring program that includes tracking and internal reporting of leading and lagging indicators, safety and health and industrial hygiene inspection and monitoring, health surveillance, and incident investigation and follow up?	N	Tacora currently has some monitoring in place through an HSE data tracking platform and will investigate alternative safety tracking software to expand monitoring. Tacora also requires miners' medicals to be completed regularly to monitor health concerns.	Q4 2025
	d. A safety and health audit program in place, and compliance audits and management system audits conducted in accordance with the audit plan?	N	Tacora has an internal audit procedure in place, however, it is not currently documented. In 2025, Tacora will formalize this program and develop an audit plan that includes compliance and management system audits.	Q4 2025
	e. The monitoring and audit programs include a focus on high consequence hazards?	N	Tacora will ensure the monitoring and audit program developed will include a focus on high consequence hazards.	Q4 2025

Indicator 1 Level A	f. The facility assesses the adequacy and effectiveness of its safety and health management system annually and makes recommendations on how to make continual improvement?	N	Tacora will implement a yearly review of its safety and health management system to assess the adequacy and effectiveness of its safety and health management system.	Q4 2025
	g. Regular management review of safety and health performance for the purpose of continual improvement and to inform decision-making?	Y	N/A	N/A
	h. Results of workplace monitoring, inspection and follow-up action are recorded and communicated within the facility?	Y	N/A	N/A
	i. Safety and health performance communicated to the public on at least an annual basis?	Y	N/A	N/A