



WORKPLACE BULLYING AND HARASSMENT POLICY REPORTING AND INVESTIGATION PROCEDURES

1. Purpose of Policy and Procedures

Integra Resources Corp. ("Integra" or "the Company") is committed to creating and maintaining a workplace environment which fosters mutual respect, integrity, and professional conduct. In keeping with this commitment, the Company has established a Workplace Bullying and Harassment Policy Statement (the "Policy") and these related Reporting/Investigation Procedures (the "Procedures") for all employees, directors, and officers (collectively the "Covered Person(s)") relating to the issue of workplace bullying and harassment.

If you believe you are experiencing bullying/harassment behavior, it is important to understand your options and seek resolution to your concerns. The following Procedures will describe available avenues for you related to bullying/harassment. Covered Persons are encouraged to review their options and pursue the course of action which they consider the most appropriate and/or which they believe will be the most effective in their circumstances. In reviewing your options, it should be noted that avenues other than those detailed below may apply and may be available to you.

To assist dialogue and clarification of the facts in each situation, Covered Persons are encouraged to document the details regarding unwanted behavior. As soon as possible, make a record of the details of each incident, including the time, dates, and names of those who were present, if any, and circumstances surrounding the incident. Also, record if you have spoken directly to the individual about the unwanted behavior, details of the dialogue, and the individual's response. Specific information related to the unwanted conduct is helpful to each of the resolution processes. While seeking resolution, Covered Persons are asked to respect confidentiality, where possible, and dignity for all those involved. In the workplace, discussion of concerns should be limited to those directly involved in the situation and/or to those who may be assisting in the resolution process.

2. Reporting and Investigation Procedures

Informal Procedure

While in no way diminishing the issue or the effects on individuals, an informal approach can often resolve matters. As a general rule, an attempt should be made to address the allegation of bullying/ harassment as informally as possible by means of an agreed informal procedure. The objective of this approach is to resolve the difficulty with a minimum of conflict and stress for the individuals involved.

- a) If you believe that you are being subjected to a form of bullying/harassment or inappropriate behavior, wherever possible, please speak with the alleged perpetrator(s) calmly and professionally and explain that the behavior in question is unacceptable and ask for the behavior to stop. In many cases, when the other person becomes aware that their conduct is unwelcome or is having a negative impact, they will stop the unwanted behavior. If the matter is resolved,



then no further action is required. However, in circumstances where you find it difficult to approach the alleged perpetrator(s) directly, consider expressing your concerns confidentially to them in writing, ensuring that your communication is written professionally and respectfully. Again, if the matter is resolved, then no further action is required. However, if you do not feel able to approach the alleged perpetrator(s) with your concerns, or if your efforts to communicate with the alleged perpetrator(s) have been unsuccessful, then you should seek assistance and advice from a third party (the "Third Party"). That Third Party should be your immediate supervisor. The immediate supervisor may obtain assistance from a Company representative to fulfill their requirements under this Policy, as long as the Company representative is not the alleged perpetrator. If the alleged perpetrator(s) is your immediate supervisor or you do not feel comfortable addressing the issue with your immediate supervisor, then you should seek assistance from a Company Human Resources representative (the "HR Representative"). If the alleged perpetrators are your immediate supervisor and the HR Representative, then you should seek assistance from the Chair of the Company's Audit Committee. The contact information for the Chair of the Company's Audit Committee can be found in the Company's Whistle Blower Policy.

- b) Having consulted with the Third Party, you may request the assistance of the Third Party in raising the issue with the alleged perpetrator(s). In these circumstances, the approach of the Third Party to the alleged perpetrator(s) should be by way of a discussion with a view to resolving the issue in an informal, low-key manner. The Third Party may also facilitate problem-solving through individual or joint discussions with you and the alleged perpetrator(s). Where a Third Party has been involved in facilitating problem-solving efforts, the Third Party will prepare a summation of the process and agreements reached and a copy of this summation will be provided to you and to the alleged perpetrator(s). If the matter is resolved through these informal procedures, then no further action is required. If resolution has not been reached through this avenue, then you may elect to file a formal complaint, but you are under no obligation to do so.

Formal Complaint

If an informal approach is inappropriate or, if after the informal stage, the bullying/harassment persists, the following formal procedures should be invoked:

- a) You should make a formal complaint in writing to your immediate supervisor, or, if preferred, to a Company HR Representative, or, if necessary, as described earlier in the Policy, to the Chair of the Audit Committee. The formal complaint should be confined to the precise details of the actual incidents of bullying/harassment (i.e., the names of the parties involved, any witnesses to the incident(s), the location, date and time of the incident(s), details about the incident(s) including the behavior and/or words used which led to the complaint, and any additional details which would assist with an investigation). Please attach any supporting documents such as e-mails, handwritten notes, et cetera.
- b) The alleged perpetrator(s) will be notified in writing that an allegation of bullying or harassment has been made against them. The alleged perpetrator(s) will be provided a summary of the allegation(s) and will be advised that they will be afforded a fair opportunity to respond to the allegation(s).



- c) You will be subject to an initial interview by a designated member of management who can be considered to be impartial, with a view to determining an appropriate course of action. An appropriate course of action at this stage, for example, could be exploring a mediated solution or a view that the issue can be resolved informally. Should either of these approaches be deemed inappropriate or inconclusive, a formal investigation of the complaint should take place with a view to determining the facts and credibility or otherwise of the allegation(s).

Investigation Procedures

- a) The investigation will be conducted internally by either a designated member or members of management or, if deemed appropriate, a third party. The investigation will be conducted with due respect for the rights of both you and the alleged perpetrator(s), providing both you and the alleged perpetrator(s) equal treatment in evaluating the allegation(s). In complex or sensitive situations, an external investigator might be hired by the Company.
- b) The investigator(s) should meet with you and the alleged perpetrator(s) and any witnesses or relevant persons with a view to establishing the facts and evidence surrounding the allegation(s).
- c) On completion of the investigation, the investigator(s) should submit a written report to management containing the findings of the investigation.
- d) Both you and the alleged perpetrator(s) should be given the opportunity to comment on the findings before any action is decided upon by management.
- e) Both you and the alleged perpetrator(s) should be informed in writing of the findings of the investigation.

Outcome

Should management determine that the complaint is well founded, the alleged perpetrator(s) should be given a formal interview to determine an appropriate course of action. Such action could, for example, involve counseling, education and training, a formal written apology, a warning, a change of work assignment, and/or monitoring or progressing the issue through disciplinary action up to and including dismissal.

3. Annual Review and Related Matters

These Reporting/Investigation Procedures (and the related Policy) will be reviewed annually by the Environment, Social, Governance Committee and any changes to these Reporting/Investigation Procedures (and the related Policy) will be communicated to all persons to whom the Policy applies.

Covered Persons will be provided with a copy of these Reporting/Investigation Procedures (and the related Policy) and are required to acknowledge that they have read these Reporting/Investigation Procedures (and the related Policy) when they are engaged or when the Reporting/Investigation Procedures (and related Policy) are introduced or significantly revised.

REVISED and APPROVED by the Board of Directors of **INTEGRA RESOURCES CORP.** on December 13, 2024.



COMPLIANCE CERTIFICATE

I have read and understand the Integra Workplace Bullying and Harassment Policy Reporting and Investigation Procedures and I agree to conduct myself in accordance with these Reporting and Investigation Procedures (the "Procedures").

Date: _____

By: _____

Name:

Job Title:

