



DIVERSITY AND INCLUSION POLICY

1. Purpose of the Policy

Integra Resources Corp. ("Integra" or the "Company") is committed to creating and maintaining a culture of workplace diversity and inclusivity. In keeping with this commitment, Integra has established this Policy. Management provides the leadership framework and direction, and it is the responsibility of everyone to sustain a culture that promotes and supports principles of diversity and inclusivity.

"Diversity" is any dimension which can be used to differentiate groups and people from one another. These dimensions include but are not limited to gender, age, ethnic origin, religion, education, sexual orientation, political belief, or disability. "Inclusion" is the practice of fostering an environment that respects and appreciates these differences to ensure fair treatment, equal access to opportunities, and a welcoming work environment.

Integra recognizes that diversity is essential to achieving the broad range of perspectives, experience, and expertise necessary to meet our corporate objectives. The Company is committed to creating a work environment where individuals can realize their full potential, supported by equitable opportunities for development, advancement, training, and mentorship. The Company's approach to recruitment remains rooted in assessing individuals based on their abilities and experience.

The Company recognizes that gender diversity is a significant aspect of diversity and acknowledges the important role that women with appropriate and relevant skills and experience can play in contributing to the diverse perspectives of the Company.

The Company's Code of Business Conduct and Ethics and its Workplace Bullying and Harassment Policy also support diversity and the maintenance of an inclusive work environment free from harassment and discrimination.

2. Effect and Applicability

This Policy sets out the guidelines by which the Company will endeavor to increase diversity and foster inclusion throughout the Company, including at the Board level, and applies to executive and non-executive Directors, full-time, part-time and casual employees, contractors, consultants and advisors of the Company.

This Policy does not purport to condone engagement in actions by the Company which would violate any anti-discrimination, equal employment or other applicable laws and regulations, however, the Company does not support the adoption of fixed percentages or quotas for any selection criteria to support this Policy. Directors, executives, and employees will be recruited and/or promoted based upon their respective abilities and contributions.

Directors and senior executive officers are required to acknowledge that they have read this Policy annually.



If you have questions about the interpretation of this Policy, please contact the Chief Financial Officer of the Company.

3. General and Principles

As part of its strategy to recruit and maintain a diversified organization, the Company will:

- Promote diversity within its team, with particular emphasis on gender diversity;
- Promote the contributions of women and men equally to the success of the organization;
- Assist in the development of all individuals within the organization through training, inside sponsorship and outside mentoring;
- Actively participate in internal and external initiatives to promote diversity in its industry with specific focus on gender diversity; and
- Provide a work environment that accommodates family and work life balance, while maintaining a high achievement culture.

4. Board and Management Responsibilities

Board Responsibilities

The Board is committed to fostering a diverse environment where individual differences are respected.

The Board, with the assistance of the Environment, Social, Governance Committee, will proactively monitor Company performance in meeting the standards outlined in this Policy. This will include an annual review of any diversity initiatives established by management and the Board, and progress in achieving them.

The Board will consider diversity in the selection criteria of new Board members and senior executive officer appointments.

Management Responsibilities

Management is charged with the responsibility of implementing this Policy, achieving diversity initiatives determined by management and the Board, and reporting to the Board on the progress toward and achievement of our diversity and inclusion initiatives.

Management is responsible for recruiting and fostering a diverse and inclusive culture.

Management will promote a work environment that values and utilizes the contributions of women and men equally, with a variety of backgrounds, experiences, and perspectives through awareness of the benefits of workforce diversity and successful management of diversity.

Diversity and inclusion metrics will be included in management's annual key performance indicators.

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 Diversity and Inclusion Policy (the "Policy"). I will adhere in all respects to the standards described in this Policy.

Date: _____

By: _____

Name:

Job Title:

