

2024 MODERN SLAVERY REPORT

Developed to align with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Integra Resources Corp. (the “Company” or “Integra”) has prepared this Modern Slavery Report (the “Report”) in accordance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for the financial year ending December 31, 2024. This is a joint report made under section 11 of the Act on behalf of Integra, a corporation existing under the *Business Corporations Act* (British Columbia), and its wholly owned subsidiary, Florida Canyon Mining Inc., a Delaware corporation (collectively, the “Reporting Entities”).

For the purposes of this report, the term “modern slavery” refers to forced labour and child labour, as defined under the Act. The report reflects Integra’s commitment to human rights and outlines the policies and actions the Company has implemented or is developing to mitigate modern slavery risks across its operations and within its supply chain.

Structure, Activities, and Supply Chain

Integra is a Canadian mining company listed on the TSX Venture Exchange and on the NYSE American LLC. Integra has its head office in Vancouver, British Columbia and owns one operating gold mine, the Florida Canyon mine in Nevada through its wholly owned subsidiary, Florida Canyon Mining Inc (“FCM”). Prior to the acquisition of the Florida Canyon mine in November 2024, Integra did not have any operating assets.

In addition to the Florida Canyon mine, Integra has two development-stage projects: the past producing DeLamar Project, comprised of the DeLamar and Florida Mountain deposits, located in southwestern Idaho and the Nevada North Project, comprised of the Wildcat and Mountain View deposits, located in western Nevada. The DeLamar Project is held through DeLamar Mining Company and the Nevada North Project is held through Millennial NV LLC both of which are wholly owned subsidiaries of Integra. Neither DeLamar Mining Company nor Millennial NV LLC are Reporting Entities for the purposes of this Report.

The Company’s subsidiaries are responsible for managing site-level operations and overseeing contractor and supplier relationships. Integra and its subsidiaries’ business activities involve engagement with a range of suppliers and service providers, including those involved in exploration services and site development. FCM outsources selected operational activities to third parties in the U.S., such as construction, maintenance, mining and drilling, security, and transportation.

Policies and Due Diligence Processes

Integra is committed to respecting and protecting human rights across all stages of its operations and business relationships. This commitment is guided by applicable laws and regulations in the jurisdictions where the Company operates, as well as by the principles set forth in its Safety, Environmental, and Social Responsibility Policy. The policy applies to all directors, officers, employees, consultants, and contractors, and outlines clear expectations for

ethical conduct and the upholding of human rights both within Integra's operations and throughout its supply chain.

Guided by its core values of integrity, care, and innovation, Integra takes a responsible approach to mining, sustainability, and long-term value creation for all stakeholders. Integra respects the rights of workers and local communities, which extends to working conditions, freedom of association, fair wages, equal opportunities, and freedom from discrimination or intimidation. To support these commitments, Integra conducts due diligence, such as risk assessments, across its operations and key business relationships. The Company has also adopted and is actively implementing standards and policies to prevent and mitigate the risks of forced labour and child labour

- The **Safety, Environmental, and Social Responsibility Policy** outlines how Integra and covered persons, including directors, officers, employees, consultants, and contractors, will conduct business safely, in an environmentally responsible manner, and to the highest standards of corporate responsibility. Employees, officers, directors and contractors are expected to comply with the policy as well as applicable safety and environmental laws and regulations in the locations where Integra operates. The policy also emphasizes responsible mining and development in communities, building trust, making a positive difference, and acknowledging the responsibility to respect human rights.
- The **Code of Business Conduct and Ethics** provides the guiding principles for all Integra employees, officers, and directors. It promotes full, fair, accurate, timely, and understandable disclosure in reports and public communications, compliance with applicable laws and regulations, and prompt internal reporting of violations, while holding individuals accountable for adherence.
- The **Whistleblower Policy** establishes a procedure for the confidential and anonymous submission by employees, officers, directors, and consultants of concerns regarding suspected violations of Integra's Code of Business Conduct and Ethics, including workplace and employment practices. All employees are assured that no retaliation of any kind is permitted against the applicable individual for complaints or concerns made in good faith.
- The **Integrated Feedback Mechanism ("IDFM")** is used to gather comprehensive feedback from stakeholders, whether positive, negative, or neutral. This tool helps the Company understand stakeholder priorities, concerns, and expectations, while also tracking follow-up on issues raised. By analyzing trends, IDFM supports more informed decision-making and helps ensure that Integra's actions remain aligned with community needs and human rights considerations.

Risk Management

Integra recognizes the importance of identifying and managing risks related to modern slavery and/or child labour within operations and the supply chain. The Company's approach is guided by its values and Code of Business Conduct and Ethics, which emphasizes compliance with all applicable laws, ethical sourcing, and respect for human rights.

Integra generally conducts annual risk reviews in collaboration with senior leadership and the Board of Directors. This review includes an assessment of human rights risks and impacts, which are monitored on an ongoing basis to support continuous improvement. In reviewing potential areas of modern slavery risk, Integra may consider the following factors:

- Geographic risks: Integra has a workforce in both Canada and the U.S., which are generally considered low-risk jurisdictions. Given the international nature of some supply chains, Integra remains vigilant in ensuring ethical sourcing and responsible business practices.
- Sector risks: The mining sector is recognized as having heightened risks related to forced labor, poor working conditions, and exploitation, particularly in remote areas and certain geographies. Integra acknowledges these sector-specific vulnerabilities and applies enhanced oversight and/or due diligence where appropriate.
- Product and service category risks: Based on a preliminary review of industry-wide practices, the following categories may potentially pose elevated risks due to the nature of their workforce or sourcing practices:
 - Labour brokers and third-party labour service providers, including catering, janitorial, camp service, security, construction, and infrastructure
 - Suppliers of raw materials and chemicals (e.g., cyanide, explosives, reagents) and/or personal protective equipment

To date, Integra has not identified any confirmed instances of forced or child labour within its operations or direct supply chain. However, the Company remains committed to strengthening its risk management processes, including implementing a formal supplier risk assessment and enhancing due diligence practices.

Governance and Due Diligence

Integra's Board of Directors is responsible for the Company's corporate governance and has established an Environment, Social, Governance ("ESG") Committee to oversee policies, programs, procedures, and activities related to human rights. At the corporate level, Integra's Board of Directors, Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Vice President, External Affairs and Sustainability and Corporate Secretary are responsible for oversight of compliance with the Code of Business Conduct and Ethics and Safety,

Environmental, and Social Responsibility Policy, and training. At the site level, a supply chain supervisor and buyers are tasked with implementing due diligence processes within their operational areas.

Integra is committed to operating responsibly and preventing the exploitation of vulnerable individuals within its operations and supply chain. As part of this commitment, the Company is enhancing its governance framework and due diligence processes to better identify, prevent, and address risks related to modern slavery.

Looking ahead, Integra plans to incorporate the following measures:

- **Supplier Due Diligence:** Suppliers will be assessed and prioritized based on their spend levels and risk exposure. Suppliers identified as high-risk will be asked to complete a due diligence questionnaire. Integra will review responses, monitor elevated risks, and implement corrective action plans where necessary.
- **Policy and Contractual Updates:** Integra will update its Safety, Environmental and Social Policy to explicitly include modern slavery due diligence. Anti-forced and child labour clauses will also be added to Master Services Agreements and key supplier contracts.
- **Training and Awareness:** Modern slavery risk awareness will be incorporated into existing training programs for employees. Feedback mechanisms will remain in place to surface potential concerns related to human rights violations.
- **Governance and Remediation Planning:** The ESG Committee Charter will be revised to explicitly include oversight of modern slavery due diligence.

Approval and Attestation

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in the capacity of President, CEO & Director, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report, for the reporting period ending December 31, 2024.

I have the authority to bind Integra Resources Corp.

(signed) "George Salamis"

George Salamis
President, CEO & Director
May 30, 2025