



COMMUNITY INVESTMENT STANDARD

INTRODUCTION

Orla Mining Ltd. and its subsidiaries (“**Orla**” or the “**Company**”) is committed to making meaningful and sustainable contributions to host countries and local communities where we operate. In addition to complying with the requirements of any applicable treaties, laws, regulatory measures, and governmental policies, we will contribute to the environmental, social, cultural and economic development of communities. The requirements in this Community Investment Standard have been informed by industry best practices, including the World Gold Council’s Responsible Gold Mining Principles, and the Mining Association of Canada’s Towards Sustainable Mining Indigenous and Community Relationships Protocol.

SCOPE

This Standard is applicable to, and is the responsibility of, all the Company’s directors, officers, and employees. All such individuals shall conduct their activities in a manner that is aligned with this Standard and minimizes potential for misappropriation of funds or in-kind support.

KEY TERMS

- **Beneficiary:** individual or legal entity who receives the donation.
- **Community Investment:** voluntary contributions to social development that are intentionally focused on generating positive economic, social, and environmental impacts on the areas of influence of the Company’s operations.
- **Donation:** a one-off or recurring contribution that is generally philanthropic in nature and at no cost to the beneficiary. It is made without any associated expectation of a direct benefit to the Company, other than to be an active and responsible corporate citizen. The donation may be provided in the form of financial assistance, in-kind support or volunteer assistance, and the Company may have the ability to guide how the resources are used.
- **Area of influence:** The geographic area within which a mining project may potentially directly and indirectly cause impacts. The area of direct impacts caused by mining-related activities includes the physical mine site footprint, areas adjacent to the project site that are affected by emissions and effluents, power transmission corridors, pipelines, borrow and disposal areas, and the area affected by associated facilities that, although not part of the project that is being assessed, would not have been constructed in the absence of the project. Areas indirectly affected by mining-related activities include the physical footprint of non-project activities in the surrounding area that are caused or stimulated by the project, plus the area affected by their emissions and effluents¹.

¹ Adopted from ICMM Human Rights Due Diligence Guidance, May 2023, retrieved from https://www.icmm.com/website/publications/pdfs/social-performance/2023/guidance_human-rights-due-diligence.pdf?cb=58439

- **Indigenous Peoples:** Indigenous communities, peoples and Nations who have a historical continuity with pre-conquest and pre-colonial societies, consider themselves distinct from settlers, whose ancestors lived on their territories, and who irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.
- **Under-represented:** Individuals or groups that may be at heightened risk of vulnerability or marginalization, that face a particular risk of being exposed to discrimination and other adverse impacts. Individuals or groups who are disadvantaged, marginalized, or excluded from society are often particularly vulnerable (e.g., children, women, Indigenous Peoples, people belonging to ethnic or other minorities, persons with disabilities, or through poverty).

REQUIREMENTS

We will:

1. Engage with communities of interest/affected stakeholders to identify, prioritize, and regularly review opportunities for meaningful and sustainable community investments that benefit a broad spectrum of the community, considering community dynamics and needs, including those of under-represented groups, in line with Orla's policies and standards.
2. Assess and, where necessary, support, the capacity of local communities to effectively engage on opportunities of interest or concern to them. Develop, implement, and annually update action plans and budgets for prioritized community investment opportunities, including the identification, tracking, and review of associated targets and metrics.
3. Conduct and document due diligence and decisions on potential beneficiaries to ensure compliance with Company and national legal requirements.
4. Contribute to the socio-economic empowerment of under-represented groups in the communities where we operate through our community investment programs and monitor beneficiaries to ensure under-represented groups are adequately represented, including supporting opportunities to enhance their education, and entrepreneurship skills.
5. Preference should be given to projects that promote the following areas:
 - a. The environment, with a focus on climate change and initiatives around water management
 - b. Community development, with a focus on education, skills development, and entrepreneurship
 - c. Health, especially children, elderly persons, and poverty, including medical research and health innovation
 - d. Arts, culture, and sports
 - e. Initiatives aimed at promoting and empowering gender equality, equity, diversity, and inclusion
6. Where Indigenous Peoples are present in the areas where we operate, provide equitable access to sustainable benefits for affected Indigenous communities and following our Indigenous Peoples Policy.
7. Plan for lasting, self-sustaining benefits of long-term community investment programs beyond the life of the mine, in consultation with local communities.
8. Publicly communicate our community investment commitments, activities, and outcomes on an annual basis. Develop, regularly review, and provide training on a Community Investment, Donation and Sponsorship (CIDS) Protocol for implementation of the requirements in this Standard.

9. Provide data and information for the corporate-level CIDS Committee to fulfil their role of monitoring governance and overseeing adherence to this Standard and implementation of the associated CIDS Protocol.

RELATED POLICIES AND STANDARDS

Internal documents

- Code of Business Conduct and Ethics, Orla, 2020
- Corporate Social Responsibility Policy, Orla, 2020
- Diversity Policy, Orla, 2018
- Environmental, Sustainability, Health and Safety Policy, Orla, 2020
- Stakeholder Engagement and Community Response Standard, Orla, 2023
- Anti-Bribery and Anti-Corruption Policy, Orla, 2023
- Climate Change Policy, Orla 2023
- Indigenous Peoples Policy, Orla 2023
- Human Rights Policy, Orla 2023

Industry references

- Indigenous and Community Relationship Protocol, Towards Sustainable Mining, 2021
- Guidance on implementing and assuring the RGMPs, World Gold Council, 2019
- Responsible Gold Mining Principles, World Gold Council, 2019
- Standard for Responsible Mining, Initiative for Responsible Mining Assurance, 2018