

Social Performance Policy

Aya Gold & Silver Inc., its subsidiaries and affiliates (collectively, the "Company" or "Aya") believes that sustainability is fundamental to the success of its business. The present Social Performance Policy (the "Policy") establishes Aya's engagement to responsible mining by contributing to the social and economic development of its host communities, proactive community engagement, benefits sharing, and mitigating the impacts on environment. Under Aya's supervision, this Policy is applicable to all Aya's employees, contractors and subcontractors, and across the life cycle of mining operations, including exploration, construction, operations, closure and rehabilitation.

All employees, officers, directors, contractors, subcontractors, vendors, and service providers of Aya are expected to adhere to this Policy and are responsible for taking the necessary measures to respect the commitments set out below.

Aya is committed to:

- Complying with all applicable laws, regulations, and relevant industry standards and refrain from operating in protected areas.
- Committing to the sustainable socio-economic development of our neighboring communities.
- Establishing social baselines studies and processes to identify, assess, and control social impacts, risks and opportunities necessary to mitigate or reduce social impacts, including during the closure and rehabilitation phases of the sites where we operate.
- Proceeding to stakeholders identification and mapping, and develop, implement and maintain a stakeholder engagement plan and a community grievance mechanism, from the early stages of a project to its closure.
- Engaging and collaborating with local stakeholders through partnerships to understand community needs and priorities, develop goals and plans, strengthen local institutions and implement projects that drive positive socio-economic change.
- Striving to create shared value by prioritizing local employment, promoting local procurement, and building local capacity throughout mine operations.
- Where economic or physical displacement is unavoidable, adhering to IFC Performance Standard 5 by conducting formal consultations throughout the process and aiming to improve the livelihoods and well-being of affected households and communities.
- Respecting the cultural heritage and traditions of local and Indigenous communities by conducting appropriate assessments and implementing our chance finds procedures.
- Engaging with Indigenous and local communities in a manner that respects the principle of self-determination and aims to uphold their right to Free, Prior and Informed Consent.

Grievance Mechanism

Aya provides a formal grievance mechanism to report on any issues covered by this Policy. Complaints may be filed confidentially, and no whistleblower will face retaliation.

If you have any questions or if you wish to report a violation or possible violations, please feel free to write an email or call the Chief Legal Officer of Aya. You may also use the confidential whistleblower mechanism detailed in the Company's Whistleblowing Policy. All reports will be treated in confidence except to the extent necessary to conduct investigations.

Approved by the Environment, Social and Governance Committee of the Board of Aya Gold & Silver Inc.