



ENVIRONMENTAL, HEALTH & SAFETY POLICY

Health & Safety

People who work for Crossroads Gold Corp. and its subsidiaries (hereinafter referred to as “Crossroads or the “Company”) are the key to the Company’s success and it is committed to the health, safety and well-being of its entire workforce.

The Company requires and enables each of its employees and contractors to maintain the health and safety of all individuals engaged in the Company’s operations and to strive to achieve an incident/accident free workplace.

To achieve this commitment, the Company will:

- promote, prescribe and implement health and safety practices and standards through the Company’s operations in every stage of exploration, development, production and closure;
- make zero harm the primary goal in all our places of work;
- comply with the requirements of all applicable health and safety laws, regulations and industry standards;
- ensure that all persons associated with the Company, including managers, supervisors, employees and contractors take every reasonable measure and precaution to protect the health and safety of all employees and contractors;
- provide the necessary resources, information, training and leadership to protect our workforce against injury, illness and hazards;
- assign employee responsibility and develop accountability mechanisms for health and safety performance within the Company;
- use best practices and management systems to identify, assess and report on potential hazards to eliminate, minimize and manage risks in the workplace;
- develop Company-wide readiness to anticipate and respond to potential incidents;
- empower and encourage employees, contractors and stakeholders to actively raise any health and safety issues, without repercussion;
- continuously review and improve our health and safety record;
- thoroughly investigate accidents, incidents and near misses and implement procedures and policies in a timely fashion to prevent re-occurrence;
- work proactively with the public, contractors and governmental agencies to foster collaborative working relationships;
- regularly set targets, monitor performance and report on outcomes in order to identify and correct any deficiencies.

Every employee has the right to work in a safe and healthy environment. Zero harm is the Company’s number one objective. It expects a strong commitment to health and safety from all employees and contractors to achieve this goal.

Environmental

The Company takes its responsibility to act as steward of the environment seriously.

To fulfill this responsibility, the Company strives to:

- ensure that it designs its activities and operates in compliance with all environmental regulations to minimize its impact on the environment;
- promote responsibility and accountability of managers, employees and contractors to protect the environment and make environmental performance an essential part of the management/contractor review process;
- provide resources, personnel and training to enable management, employees and contractors to implement programs and policies to protect the environment;
- communicate openly with employees, contractors, local stakeholders and government on its environmental protection and sustainability programs and performance. The Company will also address any concerns pertaining to potential hazards and impacts;
- promote the development and implementation of systems and technologies to reduce environmental risks;
- establish and maintain appropriate emergency response plans for all activities and facilities;
- maintain a self-monitoring program at each facility to ensure compliance and to proactively address plans to correct potential deficiencies;
- work cooperatively with government agencies, local communities and contractors to develop and enhance systems and technologies to improve environmental and sustainability practices;
- encourage all employees, contractors or stakeholders to report to management any known or suspected departures from this policy or its related procedures.

Disclosure, Publication and Enforcement

This policy is disclosed, published and enforced from the date of the approval signature.

Approved for presentation to the Board by:

"N. Motton"

NEIL MOTTON

Chief Executive Officer

February 27, 2026

Date

"B. Nowak"

BRENDA NOWAK

Chief Financial Officer

February 27, 2026

Date