

DIVERSITY, EQUITY AND INCLUSION POLICY MARIMACA COPPER CORP.

1. INTRODUCTION

At **Marimaca Copper Corp.** (“**Marimaca**” or the “**Corporation**”) we recognize that our strength lies in the diversity of our people. We are committed to fostering an inclusive culture where everyone feels valued, respected, and empowered to contribute fully to the organization.

2. PURPOSE

The purpose of this policy is

- a) To ensure equality of opportunity is provided to stakeholders and decisions are made without discrimination.
- b) To improve diversity of thinking and experience on a continual basis, improving risk management.
- c) To ensure respect and protection equally to all of our stakeholders.

3. SCOPE

This policy applies to all employees, directors, contractors, and stakeholders involved with Marimaca across all jurisdictions in which we operate.

4. COMMITMENT

- a) We do not discriminate on grounds of gender, race, age, ethnicity, nationality, sexual orientation, intersex status, physical or mental disability, mental health condition, relationship status, religion, political opinion and industry/union affiliations, pregnancy, breastfeeding or family responsibilities, or all other attributes protected at law.
- b) Where possible, we will endeavour to utilise local content and providers within our business and will ensure fair and equitable treatment of our local stakeholders.
- c) We implement fair and unbiased recruitment practices to attract a diverse talent pool.
- d) We create a respectful workplace where employees can freely share their ideas and perspectives without fear of discrimination or bias.
- e) We address and prevent harassment, discrimination, and any form of exclusion through clear reporting procedures and responsive actions.
- f) Where possible, we support community development initiatives that promote economic growth, skills training, and local employment, particularly in the regions where we operate.

5. APPROVAL AND REVIEW

This policy is reviewed annually and approved by the Board of Directors to ensure alignment with best practices and regulatory requirements.

This Policy was approved by the Board of Directors of Marimaca Copper Corp on December 12, 2024