DIVERSITY, EQUITY & INCLUSION POLICY

1. PURPOSE

Bravo Mining Corp. ("**Bravo"** or the "**Company"**) recognizes the many benefits of promoting diversity, equity and inclusion ("**DEI**") throughout the Company, and understands that promoting diversity and including diverse perspectives in everything we do leads to more robust oversight and decision-making, offers competitive advantage and improves corporate governance. This Diversity, Equity and Inclusion Policy ("**Policy**") sets out the principles and requirements by which Bravo will enhance DEI throughout the organization.

Our flagship asset is in Pará state, Brazil and above all else we are committed to ensuring economic benefits flow into our local communities in the form of direct employment, training and a commitment to working with local businesses. As a guest of Brazil, we are also committed to ensuring that our Executive Team, Senior Management and Board of Directors include Brazilian nationals.

2. APPLICATION

This Policy applies to all directors, officers and employees of the Company.

3. RESPONSIBILITY FOR THE POLICY

The board of directors of the Company (the "**Board**") is ultimately responsible for this policy and has delegated to the Environment, Social and Governance Committee of the Board responsibility for ensuring that this Policy complies with the Company's legal and ethical obligations and for supervising the Chief Executive Officer on the administration of this Policy.

4. HOW WE DEFINE DEI

Diversity - diversity refers to all the characteristics that make individuals different from each other, including but not limited to gender, education, socio-economic background, experience, age, geographical representation, physical attributes, language, nationality, ethnicity, sexual orientation, personal beliefs, culture or other personal attributes.

Equity – equity is tailoring tools and resources to meet the unique needs of each individual and continuously improving our systems and processes so that everyone has the opportunity to reach their full potential.

Inclusion – inclusion is creating a deep sense of belonging, where each individual is valued and everyone's ideas are heard.

5. GUIDING PRINCIPLES AND RESPONSIBILITIES

The Company believes that hiring decisions should be based principally on merit and remains committed to selecting the most highly qualified individuals to fulfill open roles, however the Company recognizes that a broad approach to diversity and widening participation are important considerations, and that having a diverse group of individuals throughout the Company is key to achieving effective decision-making, strong business performance, continuous innovation, and good governance.

Bravo promotes and fosters a diverse, equitable, and inclusive workplace in order to:

- Contribute to innovation and better decision making through exposure to increased perspectives and ideas
- Attract a broader pool of candidates and improve employee retention
- Build a strong workforce that is engaged and contributing to the Company's social and economic goals
- Appropriately reflect the diversity of the communities in which we operate

To support the Company's diversity objectives, Bravo has undertaken a number of initiatives.

A. Board and Executive Officer Appointments

The Board, with the assistance of the Environment, Social and Governance Committee ("ESG Committee"), will, in the process of identifying and considering candidates for appointment/election to the Board or to Executive Officer positions:

- Ensure the Board is comprised of directors who possess knowledge, skills, competencies, diverse viewpoints and relevant expertise that enable them to make active, informed and positive contributions to the management of the Company and the conduct of its business;
- Review the board skills matrix, developed and maintained to identify the skills and competencies required for the Board, and monitor how those requirements are satisfied, along with potential areas for growth and improvement;
- Review the current list of potential candidates, developed and maintained to the extent feasible to address the diversity and widening participation objectives of this Policy;
- Consider candidates who are highly qualified based on their experience, professional expertise, personal skills, qualities and values;
- Consider diversity criteria defined in this Policy;
- Engage, where appropriate, qualified independent executive search firms to conduct searches for candidates, to help achieve the Company's diversity objectives in relation to Senior Management positions.

B. Senior Management Appointments

The Chief Executive Officer, with the assistance of the President, will, when identifying and considering the selection of candidates for appointment/promotion to Senior Management positions:

- Consider candidates who are highly qualified based on their experience, professional expertise, personal skills, qualities and values;
- Consider diversity criteria defined in this Policy;
- Engage, where appropriate, qualified independent executive search firms to conduct searches for candidates, to help achieve the Company's diversity objectives in relation to Senior Management positions.

The Company has not, at this time, established fixed targets in relation to any specific diversity characteristics; however, it aspires towards meaningful progress being achieved in future with respect to diversity of the members of the Board and in Executive Officer or Senior Management positions.

6. REVIEW OF POLICY

The ESG Committee will review and, as necessary, amend this Policy on an annual basis to ensure that it is achieving its purpose, and will recommend its approval to the Board of Directors of the Company.

7. TRAINING AND COMMUNICATION

Training on this Policy forms part of the induction process for all new employees. All existing employees will receive regular, relevant training on how to implement and adhere to this Policy. To ensure that all Bravo Representatives are aware of and have access to the Policy, a copy will be made available on the Company's website at www.bravomining.com.

8. QUESTIONS

Questions about this Policy should be directed to the Chair of the ESG Committee or the Corporate Secretary of the Company.

9. APPROVAL

Owner	**Adopted**
Board of Directors	April 24, 2022
Policy Type	**Last Reviewed and Approved**
Entity-Level	August 2026