



Blackwater Mine



Modern Slavery Report

For the Year ended December 31, 2025

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1.0 Introduction

Artemis Gold Inc. (“Artemis Gold” or the “Company”) has prepared this Modern Slavery Report pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023) (“Modern Slavery Act”) for the financial year ended December 31, 2025.

This is a joint report in accordance with Section 11 of the Modern Slavery Act on behalf of Artemis Gold and its wholly owned subsidiary, BW Gold Ltd. (“BW Gold”). This report generally applies to both Artemis Gold and BW Gold, except where specifically indicated.

Artemis Gold recognizes that forced labour and child labour can take many forms, including human trafficking, involuntary indentured servitude, forced marriage, deceptive recruiting practices, passport retention, debt bondage, abusive workplaces, deplorable working or living conditions, and deceptive recruiting practices, among other things (collectively, “Modern Slavery”). We acknowledge that there are risks of Modern Slavery in all industry spaces, including the mining industry, and accordingly, industry players have an important role in assessing, mitigating and preventing the risk of Modern Slavery in Canada’s supply chain.

For Artemis Gold, this begins with our commitment to carry on our business honestly and with integrity, using high ethical standards, while protecting the health, safety and wellbeing of our employees, the environment, and the communities in which we work. Artemis Gold endeavours to only conduct business with reputable entities and individuals that share these commitments and values. To uphold this commitment, we pursue continuous improvement in our due diligence, risk assessment, and training processes to consistently assess, mitigate and prevent the risk of Modern Slavery in our supply chain.

2.0 Artemis Gold’s Corporate Structure, Activities and Supply Chains

Corporate Structure

Artemis Gold and BW Gold are each a corporation organized under the laws of British Columbia, Canada, with a head office located at Suite 3083 - 595 Burrard Street, Vancouver, British Columbia, V7X 1L3. Artemis Gold trades on the TSX-V under the symbol “ARTG”. BW Gold is a wholly owned subsidiary of Artemis Gold.

As of December 31, 2025, Artemis Gold employed (either directly, or indirectly through BW Gold) approximately 585 employees, almost all of whom were employed on a permanent basis. 43 employees are based in the head office in Vancouver, Canada, and the remainder in our regional offices in Vanderhoof and Prince George, British Columbia, or at the Blackwater Mine Site.

Group Activities

Artemis Gold is a Canadian gold and silver producer, operating the Blackwater Gold Mine in British Columbia. Following the first pour of gold and silver in January 2025, Artemis Gold has successfully transitioned from a project development company to an operating company, with a focus on disciplined execution, operational excellence and creating long-term value for shareholders.

On September 15, 2025, the Company announced plans to upgrade the Blackwater Mine processing plant (Phase 1), increasing nameplate capacity by 33% from six to eight million tonnes per year by Q4 2026 (“Phase 1A”). Phase 1A was identified as an attractive step change opportunity through the ongoing work to review and progress an accelerated Phase 2 expansion (“EP2”).

On December 15, 2025, the Company announced conditional board approval for EP2 of the Blackwater Mine. Early works for EP2 commenced January 2026, with major works construction scheduled to begin in Q3 2026 and continue for approximately two years. Blackwater is expected to become one of the largest gold mines in Canada, with cash costs projected to be in the lower quartile of global producers.

Artemis Gold respects the rights and interests of Indigenous Nations. The Company is dedicated to building relationships founded on trust, respect, and integrity, and is committed to unlocking the value of its assets in a manner that benefits Indigenous Nations and the communities where Artemis Gold operates.

Supply Chains

All of Artemis Gold’s procurement activities occur through its internal supply chain and contracts departments, located at either the Vancouver head office, or the Blackwater Mine Site, and supported by our regional offices in Prince George and Vanderhoof. Artemis Gold engages with a variety of suppliers and service providers to procure a range of goods and services to support our exploration, construction, mining, processing, transportation, sustainability and environmental protection and monitoring activities. Operational oversight and governance of the supply chain and contract functions are managed by the General Manager and Vice President, Legal (VP Legal).

Artemis Gold’s procurement activities are predominantly governed by Artemis’ standard terms and conditions maintained by our VP Legal. Potential suppliers must pre-qualify with the Company, demonstrating, among other things, its policies and processes regarding health, safety, environment, ethical business practices, management of subcontractors, sustainability and employee relations, as part of Artemis’ RFP process. Only qualified businesses are invited to engage in tendering processes with the Company.

In 2025, Artemis Gold contracted with 696 direct suppliers, 645 of which were based in Canada. When measured by value, 99% of Artemis Gold’s total procurement expenditure occurred within Canada. The remaining 1% of procurement expenditure occurred primarily within in the United States and Australia, with no procurement expenditure with suppliers from the ten countries reputed to have the highest prevalence of modern slavery¹.

¹ Walk Free, “Global Slavery Index – Global Findings”: North Korea, Eritrea, Mauritania, Saudi Arabia, Türkiye, Tajikistan, United Arab Emirates, Russia, Afghanistan and Kuwait ([here](#)).

3.0 Artemis Gold’s Governance, Policies and Due Diligence Processes

Governance

Subject to its constating documents and applicable law, the board of directors of Artemis Gold (the “Board”) has a responsibility for the stewardship of the Company, including the responsibility to supervise the management of and oversee the conduct of the business of the Company, provide leadership and direction to management, set policies appropriate for the business of the Company and approve corporate strategies and goals.

The Board has constituted four committees: the Audit Committee, Nominating & Corporate Governance Committee, Compensation Committee, and Health, Safety, Environment & Social Performance Committee (“HSES Committee”). Each committee of the Board oversees risks within their functional area. Artemis Gold’s HSES Committee oversees our activities with respect to Health, Safety, Environment and Social Performance, guided by applicable law as well as the United Nations Guiding Principles on Business and Human Rights, the United Nations Declaration on the Rights of Indigenous People, The Truth and Reconciliation Commission of Canada’s Calls to Action along with leading international performance and risk management standards. As such, the HSES has general oversight of Modern Slavery Risks. Its primary functions are to assist the Board in its oversight of:

- (a) Health – including aspects of the Company’s business that relate to occupational health, community health, and the health and well-being of the Company’s employees and contractors;
- (b) Safety – including aspects of the Company’s business that relate to the attainment of zero harm in the conduct of the Company’s business and operations;
- (c) Environment – including aspects of the Company’s business that relate to protection of the environment, material stewardship, long-term mine closure liabilities, management of legacy issues, water management and climate change;
- (d) Social – including aspects of the Company’s business that relate to Indigenous Peoples, communities, community development, procurement, land acquisition and human rights.

The Chief ESG Officer is assisted by the VP Legal who is responsible for the management and governance of Modern Slavery Risks and compliance with applicable laws. Artemis Gold’s legal and procurement teams work together to identify, assess and manage Modern Slavery Risks in our supply chains. Similarly, the Company’s legal and human resources teams work together to identify, assess and manage Modern Slavery Risks in our workforce.

Policies and Due Diligence

All employees, contractors, officers and directors are expected to follow Artemis Gold’s commitment to health, safety and sustainability, and adhere to our suite of corporate policies. To prevent, mitigate and manage Modern Slavery Risks within our business and supply chain, we have established several key policies that guide our approach, while prioritizing local and indigenous procurement and ethical business practices.

As part of our commitment to responsible mining, we have a set of minimum standards of conduct for suppliers of goods and services and a governance framework to support responsible procurement and to manage risk across our supply chain. The following policies and procedures are in place:

Supplier Code of Conduct

The Company has prepared a Supplier Code of Conduct which applies to all companies providing goods or services to us. It sets expectations for human rights and labour practices across our supply chain, including prohibitions on modern slavery, requirements for health and safety, and commitments to supporting local and Indigenous communities.

In 2026 the Company will embed the Supplier Code of Conduct into its procurement practice by:

1. inclusion in our standard form of contract.
2. distribution to existing suppliers requiring confirmation of their commitment to same.
3. periodically seeking reaffirmation of suppliers' understanding and commitment to our Supplier Code of Conduct.

Code of Conduct Policy

The Board of Directors of Artemis Gold has established a [Code of Conduct Policy](#) for the business (the "Code"), which provides guidelines for employee behaviour and establishes the basis for open communication. The Code generally ensures that the Company's business and affairs are undertaken honestly and with integrity, using high ethical standards, in compliance with the laws of each jurisdiction in which we do business. Employees and contractors are expected to conduct the Company's operations with a view to respecting and enhancing the economic and social situations of the communities in which we operate. We are committed to making reasonable efforts to ensure that the companies and individuals with which we do business observe the same high ethical standards.

ESG Policy

The Board has also established the [Environmental, Social and Governance \("ESG"\) Policy](#). The ESG Policy has a mission to create and grow sustainable value by applying leading, technically excellent and differentiated approaches to managing mining assets and unlocking their unrealized potential, while being firmly committed to protecting the health, safety and wellbeing of our employees, the environment, and the communities in which we work. The ESG Policy ensures that our approach to human resources aligns with the United Nations Guiding Principles on Business and Human Rights and requirements under Canadian law. We recognize that aspects of our business may directly, indirectly, or cumulatively impact the communities we are associated with (including vulnerable groups), and strive to minimize risks to community health, safety and security by implementing appropriate collaborative planning and mitigation measures.

Whistle Blower Policy

As part of its Corporate Governance practices, the Artemis Gold [Whistle Blower Policy](#) allows employees

throughout the organization (either directly or anonymously) to report any unethical or illegal activity without fear of reprisal from fellow employees, supervisors or other Company officials. The Whistle Blower Policy has been written and distributed to ensure that employees acting in good faith have the means to report actual or potential violations of our policies. There will be no reprisals against employees, officers or directors for reporting violations.

Respectful Workplace Policy

Artemis Gold's Respectful Workplace Policy outlines the Company's commitment to creating and maintaining a work environment in which all individuals are treated with respect and dignity. It ensures our work environment is safe, promotes equal opportunities, prohibits discriminatory practices and is free of harassment, violence and other breaches of human rights.

Fair Treatment Procedure

The Company's Fair Treatment Procedure provides an avenue for all employees to raise concern, complaint or a fair treatment matter about any action, decision or behavior that adversely affects them.

4.0 Business and Supply Chain Risk Assessment

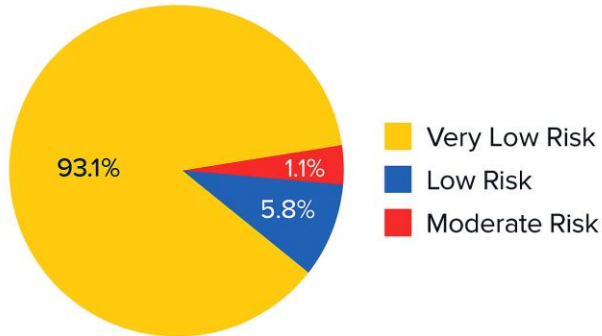
In 2025, we continue to demonstrate our commitment to continuous improvement in assessing and managing Modern Slavery risks in our business and supply chains by performing the following actions:

1. Developing and conducting Modern Slavery awareness training for our organization.
2. Completing first annual supplier reporting process.
3. Remaining current on advice and guidance provided by government and key industry associations on Modern Slavery risks and mitigation measures.
4. Expanding our supply chain team.
5. Improving our existing procurement policies and procedures including an enhanced supplier due diligence and prequalification process.
6. Continually updating our standard form contract templates with an aim to assessing and managing Modern Slavery risks.

Artemis Gold does not consider its operations to carry a significant risk of Modern Slavery, given the location of our workforce and our human resource policies and procedures. Our workforce largely consists of skilled, qualified and experienced individuals employed in Canada. We have several internal controls designed to protect the health and safety of our employee base, including our Respectful Workplace Policy, the Fair Treatment Procedure, and our Whistle Blower policy discussed above.

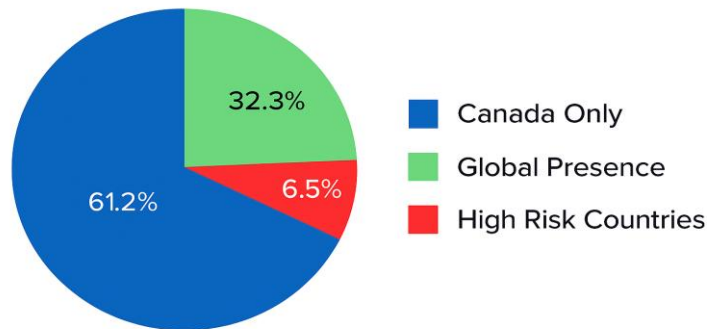
In order to assess the risk within our supply chain, we conduct an annual reporting process requiring certain suppliers of the Company to complete our Modern Slavery Act Reporting Form assessing the potential risks of Modern Slavery in their supply chains and outlining mitigation measures and processes in place. Based on the 2025 data collected, together with our analysis of risk potential based upon geographic location, our analysis revealed a very low risk of Modern Slavery within our supply chain. The risk distribution by value of procurement dollars is shown below:

Risk Levels



The majority of our 2025 suppliers were headquartered in Canada and indicated they did not do business with countries classified as high risk. Where suppliers identified low to moderate potential risk within their supply chain, only a small proportion of those cases involved international operations in countries flagged for elevated Modern Slavery risk:

Global Presence Distribution



The potential risk identified by suppliers was linked to resale products and/or raw materials obtained from countries with weak labour regulations. In order to minimize this risk, we require our suppliers to show proof of robust due diligence processes.

5.0 Remediation Measures

While the risk of Modern Slavery within our supply chain is currently assessed to be low, we remain firmly committed to robust due diligence, ongoing risk assessment, and comprehensive training processes to continually identify, mitigate and prevent any potential risks.

6.0 Training

Artemis Gold's governance policies, as outlined above, ensure that the Company's business and affairs are undertaken honestly and with integrity, using high ethical standards, in compliance with applicable laws, and that we maintain a work environment in which all individuals are treated with respect and dignity. All

employees are required to read and agree to the terms of the Code and the Respectful Workplace Policy and are required to complete annual policy training and signoff.

In 2025, the Company developed a training and awareness program specific to Modern Slavery, which was presented to our Supply Chain and Contracts teams, as well as our entire senior leadership and executive personnel. This training supports our dedication to ensuring our people not only understand but actively engage in protecting human rights and defending against Modern Slavery in our operations and supply chains.

7.0 Assessing Artemis Gold's Effectiveness

Artemis Gold commits to ongoing due diligence, risk assessment and training processes to continually assess, mitigate and prevent risk in its business and supply chains, and undertakes to ensure the following:

1. Regular review of our internal policies and procedures related to Modern Slavery.
2. Regular review of our standard form of templates to ensure appropriate terms and conditions are implemented to assess, manage and mitigate Modern Slavery risks.
3. Annual reporting from our direct suppliers and service providers regarding their efforts to protect against Modern Slavery risks in their respective supply chains.
4. Ongoing awareness of available reporting and grievance mechanisms, and thorough tracking and investigation of all complaints related to Modern Slavery risks received.
5. Ongoing workforce training and awareness building.

Artemis Gold recognizes that Modern Slavery is a complex issue that requires joint effort between the company and its suppliers and service providers. Our business relationships are essential in developing creative solutions to Modern Slavery Risks, and we are committed to deepening our long-term relationships with our suppliers and service providers to combat those and other supply chain risks. We will continue to identify and proactively mitigate against emerging risks and will further develop and implement policies and processes related to the purchase of goods and services that provide additional guidance and standards to help us manage risks, including Modern Slavery Risks, present in our supply chain.

8.0 Approval and Attestation

This report was approved by the Board of Directors of Artemis Gold on May 26, 2026 on behalf of itself and BW Gold pursuant to section 11(4)(b)(ii) of the Act.

I have authority to bind Artemis Gold Inc. and BW Gold Ltd.



Steven Dean,
Executive Chair and Founder
Artemis Gold Inc., BW Gold Ltd.
May 26, 2026