



DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

PREAMBLE

This Diversity, Equity and Inclusion (DEI) Policy reflects Amex Exploration's commitment to fostering an inclusive, respectful and equitable organizational culture.

This commitment is embedded across all aspects of the Company's operations, including human resources management, decision-making processes and communications.

Amex Exploration recognizes that diversity is a strategic asset and a key driver of performance, innovation and sustainable growth.

1. OBJECTIVES

This DEI Policy aims to:

- Position Amex Exploration as a workplace that upholds the dignity, autonomy and respect of all stakeholders, including the Board of Directors, management, employees, partners and suppliers;
- Identify, prevent and eliminate barriers to employment and career advancement;
- Provide a healthy, inclusive work environment free from harassment and discrimination;
- Promote equal opportunity in recruitment, training, promotion and retention practices;
- Build organizational capabilities to integrate inclusive practices across all business activities.

2. DEFINITIONS

Equity

Equity refers to fair, just and impartial treatment, taking into account the diverse backgrounds, circumstances and needs of individuals. It aims to provide tailored conditions that support true equality of opportunity.

Diversity

Diversity refers to the presence and recognition of individual differences within the organization, including but not limited to ethnicity, culture, religion, sex, gender, sexual orientation, age, language, abilities, education, family status and socioeconomic background.

Inclusion

Inclusion refers to the deliberate actions, practices and conditions that foster a sense of belonging, safety and recognition for all individuals. It reflects an ongoing collective commitment to valuing differences and ensuring equitable access and participation.

3. GUIDING PRINCIPLES

Amex Exploration's approach to DEI is guided by the following principles:

Respect and Equity

The Company is committed to fair and equitable treatment for all, accounting for individual realities to support meaningful equality of opportunity.

Inclusive Workplace

Amex Exploration promotes a work environment where all individuals can thrive in a culture of respect, safety, dignity and belonging.

Valuing Differences

Individual differences are recognized as a source of strength that enhances performance, innovation and collective success.

Zero Tolerance

Amex Exploration maintains a zero-tolerance stance toward discrimination, harassment and exclusion. Any breach may result in appropriate disciplinary action.

4. COMMITMENTS

Amex Exploration commits to:

- Ensuring equitable treatment for individuals performing comparable work;
 - Maintaining a respectful, healthy and safe work environment;
 - Recognizing and valuing individual and team contributions;
 - Encouraging individuals who believe they have experienced discrimination to report concerns confidentially, in accordance with the Company's Complaint Policy available on Amex Exploration's website;
 - Addressing all complaints promptly, impartially and respectfully.
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5. IMPLEMENTATION AND COMMUNICATION

To support the effective implementation of this policy:

- The DEI Policy is communicated to all directors, officers and employees;
 - Leaders and managers are accountable for its promotion and application;
 - Awareness, training and communication initiatives may be implemented as needed.
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6. EMPLOYEE ENGAGEMENT

Amex Exploration encourages active employee engagement by:

- Inviting employees to contribute ideas for continuous improvement of the policy;
 - Supporting initiatives that advance inclusion;
 - Recognizing individual contributions to fostering an inclusive workplace.
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7. MONITORING AND REVIEW

This DEI Policy is subject to:

- Periodic review;
- Updates reflecting employee feedback and evolving best practices;
- Ongoing monitoring to ensure effectiveness and continuous improvement.