

Cultural Heritage

Midas Minerals Ltd (ACN 625 128 770)

Adopted by the Board with effect on 29 March 2024

1. Purpose

Midas Minerals Limited (**Midas**) recognises the rights of First Nations people as the Traditional Owners of the lands and waters on which Midas operates and respects the rights of the First Nations people to maintain their culture, traditions and customs. Midas is committed to respecting and protecting the cultural heritage of the Traditional Owners in areas where the company is conducting exploration activities.

2. Scope

This policy applies to Midas' Board, management, employees and the Board, management, and employees of Midas' subsidiaries. The policy also applies to contractors and consultants providing goods and services to Midas.

3. Commitments

To achieve its policy objectives, Midas will:

- Comply with laws that govern the protection and management of Aboriginal cultural heritage.
- Support the preservation of cultural heritage by implementing a framework for identifying, recording and protecting cultural heritage sites and objects on its tenure, including those sites which were previously unidentified.
- Consult with local First Nations communities and their representatives as required to understand the cultural values in the areas where Midas operates and to ensure any cultural heritage issues are managed in a culturally appropriate and sensitive manner, including ensuring that the individuals with whom Midas consults have an appropriate level of authority to speak for cultural heritage.
- Undertake activities in a manner which minimises impact on cultural heritage wherever possible. Where an area of cultural significance needs to be disturbed, work with Traditional Owners to manage that disturbance and implement measures to preserve cultural values of the area.
- Implementing a stakeholder engagement system which provides the Traditional Owners with an avenue to raise concerns with Midas' management and an appropriate pathway for the escalation of those concerns.
- Ensure that Midas is adequately resourced and its personnel have the necessary skills to achieve its cultural heritage commitments.

- Ensure that its personnel, contractors and consultants are adequately trained/inducted to build capacity and awareness on cultural heritage issues and the potential impact of their activities on cultural heritage.
 - Communicate this policy to all employees, contractors and consultants of Midas and Midas' expectation that its employees, contractors and consultants comply with this policy and all applicable legislation in respect of cultural heritage.
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4. Responsibility

The Board of Directors of Midas has ultimate responsibility for consideration of matters related to cultural heritage and management is responsible for delivering positive cultural heritage outcomes. All employees, contractors, consultants and other business partners of Midas have a duty to ensure they work in a manner which complies with this policy and all related guidelines and procedures.

5. Review

This policy will be reviewed annually.