



**TRIPLE FLAG PRECIOUS METALS CORP.**

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**Diversity and Inclusion Policy**

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**Approved by the Board of Directors on February 3, 2022**

**TRIPLE FLAG PRECIOUS METALS CORP.**  
**DIVERSITY AND INCLUSION POLICY**  
**(the “Policy”)**

## **1. INTRODUCTION**

Triple Flag Precious Metals Corp. (“**Triple Flag**”) is committed to a diverse and inclusive workplace where differences are respected, and people have the opportunity to contribute to their full potential. We commit to fostering a culture that is free of conscious and unconscious bias, where diversity that captures the uniqueness of individuals is respected, and where people feel psychologically safe and valued for their talents, skills and abilities.

Our approach to diversity and inclusion is rooted in our core values of honesty, responsibility and fairness and aligns with our ESG Policy. Our Diversity and Inclusion Policy applies to our Board of Directors (the “**Board**”) and all employees of Triple Flag. We encourage our partners to also champion and take action on diversity and inclusion within their organizations.

We believe that a diverse and inclusive workplace will provide access to a broader pool of talent, promote increased engagement, effective decision-making and improved performance.

## **2. OUR COMMITMENTS**

In creating a diverse and inclusive workplace, we will:

- Respect and recognize all aspects of diversity that includes but is not limited to race, ethnicity, Indigenous origin or heritage, gender, gender identity, sexual orientation, religion, age, language, socio-economic background, disability, physical attributes, nationality, education, and beliefs.
- Make recruitment, assessment, and professional development decisions fairly and equitably without discrimination.
- Demonstrate diversity across all levels of our organization, including at the Board and Senior Management levels.
- Include diversity in the selection criteria for new Board members and Senior Management Team appointments.
- Engage with employees and other stakeholders to gain a better understanding of diversity and inclusivity issues.
- Join external diversity and inclusion network(s) and keep abreast of diversity and inclusion best practices.
- Report our progress on diversity and inclusion to the Board, Senior Management Team and through our regulatory disclosure filings and other relevant public disclosures.
- Maintain confidential mechanisms for our employees to report actual or suspected incidents of unlawful discrimination and harassment without fear of retaliation or reprisal.

- Have zero tolerance for all forms of discrimination and harassment in our workplaces.
- Strive to continuously improve on diversity and inclusion as a collaborative effort with staff.

### **3. GOVERNANCE AND ACCOUNTABILITY**

The Compensation and ESG Committee of the Board will regularly monitor the adequacy of this Policy, review company performance and consider diversity in the selection criteria of new Board members and Senior Management appointments.

The Vice President of Talent & ESG is responsible for overseeing the implementation of this Policy, enabling sufficient resources to support diversity and inclusion objectives, providing regular updates to the Board, and reporting progress through Triple Flag's regulatory disclosure filings and other relevant public disclosures.

### **4. REPORTING NON-COMPLIANCE**

The Board, Senior Management and all employees are expected to adhere to the requirements of this Policy and foster a positive culture of diversity and inclusion. Where a Director or employee fails to respect these requirements, the individual may be subject to disciplinary action up to and including, where appropriate, immediate termination. Individuals can report instances of non-compliance with this Policy to any member of Senior Management, or anonymously using the reporting channels outlined in our Whistleblower Policy.

### **5. ADOPTION**

This Policy was adopted by the Board on February 3, 2022.

### **6. DEFINITIONS**

Triple Flag has adopted the definition of diversity and inclusion provided by the Canadian Center for Diversity and Inclusion (CCDI):

- (a) Diversity** is about the individual. It is about the variety of unique dimensions, qualities and characteristics we all possess.
- (b) Inclusion** is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts and values difference.