

DIVERSITY & INCLUSION POLICY

Approved by the Board on 24 April 2022

SUMMARY

We believe Bravo Metals Corp.'s (**BRAVO** or **Company**) ability to act in the best interests of all its stakeholders is achieved through a broad definition of diversity that encompasses not only the physical characteristics that make individuals different from each other but their cultural and socio-economic background, area of expertise and type of experience.

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 (**Board**) include Brazilian nationals.

We are aware that diversity and inclusion policies can result in value destruction for all stakeholders and decimate employee morale if merit is not a key consideration for Board and key leadership appointments, and employee advancement. In identifying suitable candidates for appointment to the Board, or in selecting and assessing candidates for executive positions, candidates will be considered on merit against objective criteria regarding experience, education, expertise and general and sector specific knowledge, and with due regard for the benefit of diversity and the need to widen participation.

BRAVO does not discriminate on the basis of age, ethnicity, indigenous origin or heritage, gender, disability, physical characteristics, beliefs, language, sexual orientation, education, nationality, social background and culture or other personal attributes.

This Policy sets forth BRAVO's commitment and approach to ensuring equality of opportunity by achieving and maintaining diversity, in the broadest sense, and widening participation on its Board, with its Executive Team and Senior Management appointments and the BRAVO's general workforce.

DEFINITIONS

In this Policy the following terms will have the following meanings:

- **Committee** means the Environmental, Social & Governance Committee of BRAVO.
- **Company** or **BRAVO** means Bravo Metals Corp. and its subsidiaries.
- **Board** means the Company's Board of Directors.
- **Director** means a member of the Company's Board.
- **Executive Officer/Team** includes: an individual(s) who is/are, Executive Chair, Chief Executive Officer, President, Chief Operating Officer and Executive Vice President Corporate Development.
- **Senior Management** includes an individual who is a Vice President or in charge of a corporate function.
- **Policy** means this policy regarding diversity on the Board and in Executive Officer or Senior Management positions as well as in the general workforce of the Company.

PURPOSE

This Policy sets forth the Company's commitment and approach to achieving and maintaining appropriate diversity and ensuring wide participation is based on the location of its activities (Pará state, Brazil) combined with availability of appropriate expertise on its Board and in Executive Team or Senior Management positions as well as in the Company's general workforce.

In this Policy, diversity refers to all the characteristics that make individuals different from each other. It includes, but is not limited to, culture, socio-economic background, area of expertise and type of experience, age, ethnicity, indigenous origin or heritage, gender, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture or other personal characteristics.

POLICY STATEMENT

The Company believes the nomination of Directors and Senior Management appointment decisions should be based on merit and remains committed to selecting the most highly qualified individuals to fulfill these roles. However, the Company recognizes that a broad approach to diversity and widening participation are important considerations in determining the composition of the Board, Executive Team and Senior Management, and that having a diverse pool of Directors and in the Executive Team and Senior Management is key to achieving effective decision-making, strong business performance, continuous innovation, and good governance.

The Company seeks to also identify employee candidates who possess knowledge, skills, competencies, diverse viewpoints, and relevant expertise while considering their cultural and socio-economic background, age, gender and ethnicity. The Company believes that it has and will benefit from the diversity of perspectives, ideas, backgrounds, skills, and experience offered by its employees and members of the Board. The Company promotes and fosters an inclusive and diverse workforce in order to:

- Contribute to innovation and better decision making through exposure to increased perspective and ideas.
- Widen participation and attract a broader pool of candidates and improved employee retention.
- Build a strong workforce that is engaged and contributing to the Company's environmental, social and economic goals.

The Company acknowledges the important role that a diverse mix of people with appropriate and relevant skills and experience play in contributing to the Company's management, productivity and effectiveness.

GUIDING PRINCIPLES AND RESPONSIBILITIES

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

Board and Executive Officer Appointments

The Board, with the assistance of the Committee or any other person who identifies or nominates Board members or Executive Officers for an appointment, 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 Skill & Competency Assessments, developed and maintained to identify the skills and competencies required for the Board and to 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 and specifically the level of representation of women on the Board, in Executive Team and Senior Management positions.
- Take into account that qualified candidates may be found in a broad range of organizations, including privately held businesses, profit and not-for profit associations, academic institutions and other entities in addition to the traditional candidate pool of corporate senior managers.
- 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.

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 and specifically the level of representation of women in Senior Management positions.
- Take into account that qualified candidates may be found in a broad range of organizations, including privately held businesses, profit and not-for profit associations, academic institutions and other entities in addition to the traditional candidate pool of corporate senior managers.
- 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.

MONITORING AND REVIEW OF THIS POLICY

On an annual basis, the Committee will:

- Monitor the implementation of this Policy.
- Assess the effectiveness of the nomination and appointment processes at achieving the Company's diversity objectives outlined in this Policy.
- Review best practices with respect to diversity on boards, Executive Team and Senior Management

positions.

- Review this Policy, including an assessment of its effectiveness, and recommend any changes thereto to the Board.