



DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY POLICY

POLICY OBJECTIVE

The board of directors (the “**Board**”) and management of EMX Royalty Corporation (“**EMX**” or the “**Company**”) recognize the importance of diversity, equity, inclusion and accessibility to the Company’s overall success. EMX is committed to fostering an inclusive, equitable, diverse and accessible environment at all organizational levels. The purpose of this Diversity, Equity, Inclusion and Accessibility Policy (the “**Policy**”) is to create a workplace where all individuals, regardless of their background, have equitable opportunities to achieve their full potential and contribute to the Company’s success. EMX recognizes the benefits arising from employee and Board diversity, including improved business performance, higher employee engagement and ability to attract and retain a broader pool of talent.

DIVERSITY, EQUITY, INCLUSION and ACCESSIBILITY

“Diversity” means any element or quality which can be used to differentiate groups and people from one another and includes, for example, diversity of gender, gender identity, age, race, ethnicity, religion, education, sexual orientation, cultural background, political belief, family or marital status, citizenship or physical or mental disability and any other protected ground.

“Equity” refers to fair treatment, access, and opportunity, ensuring that all individuals, particularly underrepresented or disadvantaged groups, receive the necessary support to overcome barriers.

“Inclusion” is the practice of creating environments in which any individual or group is and feels welcomed, respected, supported, and valued to fully participate.

“Accessibility” refers to the intentional removal of barriers—whether physical, systemic, or attitudinal—that prevent individuals, particularly those with disabilities or differing needs, from fully participating and thriving in an environment, program, or activity.

OBJECTIVE AND SCOPE

This Policy establishes a foundational framework for EMX to integrate diversity, equity and inclusion into its recruitment, talent development, leadership and decision-making processes. EMX’s goal is to maintain successful operations by ensuring that the organization is supported by talented, knowledgeable persons with diverse experiences, backgrounds and perspectives contributing to its innovation and success.

This Policy applies to all directors, officers and employees of EMX or any entity that is controlled or managed by EMX, across all projects, sites, and offices where EMX is located. It is therefore the responsibility of everyone at EMX to sustain a culture that promotes and supports principles of diversity and inclusivity.

CONTENT

1. Inclusive Workplace Culture

1.1. Every EMX leader and employee is expected to act in a manner consistent with the Company’s Code of Business Conduct and Ethics, the Company’s values, and its commitment to diversity, equity, inclusion and accessibility.

- 1.2 Leaders are accountable for creating an equitable and inclusive environment within their teams through personal leadership and promoting inclusive and equitable behaviors.
- 1.3 This Policy encompasses physical accessibility for facilities (where applicable) and outlines our approach to accessible communication and feedback channels. For physical spaces, EMX will ensure facilities are accessible, including elements like entrances, elevators, restrooms, signage, and emergency exits, as required by relevant standards.
- 1.4 EMX will provide accessible emergency procedures for its facilities, ensuring that users with disabilities can safely navigate emergency situations including visual and auditory alarms, clear evacuation routes, and designated safe zones for people with disabilities.

2. Talent Management Practices

- 2.1. EMX's talent management processes, including succession planning, will be primarily based on performance and merit; however, due consideration will be given to diversity in all aspects of employment engagement, including ensuring an equitable pool of qualified candidates, which may include employee-recommended candidates and external and internal applicants.
- 2.2. EMX's recruitment and talent acquisition practices will seek to increase the diversity of qualified applicants, ensuring that the recruitment process is equitable and mitigates any potential biases.
- 2.3. Leadership development and training programs will include diversity, equity and inclusion, with a focus on enhancing cultural competency reflective of our global operations promoting equity at all levels. EMX will train staff on assisting individuals with disabilities in emergencies and conducting periodic drills to ensure preparedness.
- 2.4 The Board and senior management will strive to ensure that candidates for leadership and Board positions include qualified individuals from diverse backgrounds, with a particular focus on gender, race, and ethnic diversity.

3. Equitable Employment Practices

- 3.1 EMX's employment practices will ensure that all hiring, promotions, and employment decisions are made in a non-discriminatory and equitable manner. Where possible, the Company will endeavor to support local employment and workforce.

4. Compliance with Government and Legal Requirements

- 4.1 EMX is committed to recognizing and preventing discrimination towards all aspects of diversity, including gender, race, nationality, ethnicity, indigenous origin, disability, and sexual orientation.
- 4.2 EMX will comply with all applicable laws related to diversity, equity, inclusion, accessibility and the fair treatment of employees.

5. Accountability and Review

- 5.1 The Board will proactively monitor the Company's performance in meeting the standards outlined in this Policy, which shall include periodically reviewing this Policy and diversity initiatives implemented by senior management and progress in achieving them.

5.2 Senior management is charged with the responsibility of implementing this Policy and will proactively monitor the Company's compliance and address any concerns raised, including taking steps necessary to mediate any conflicts.

6. Supporting Policies

- Code of Business Conduct and Ethics
- Health and Safety
- Environmental
- Land, Community and Indigenous Relations
- Digital Accessibility

PUBLIC DISCLOSURE OF POLICY

This Policy will be included on the Company's website.

This Policy was approved by the Board on February 11, 2025.