



HEALTH AND SAFETY POLICY

POLICY OBJECTIVE

The board of directors (the “**Board**”) and management of EMX Royalty Corporation (“**EMX**” or the “**Company**”) recognize the importance of health and safety to the Company’s overall success. EMX is committed to ensuring that the Company and its operating subsidiaries adhere to federal, provincial, state and local workplace safety and environmental laws, which, through various governmental agencies, regulate both physical safety of employees, officers and directors and their exposure to conditions in the workplace (“**Health and Safety Requirements**”), in conducting its business. This Health and Safety Policy (the “**Policy**”) provides the framework for EMX’s approach to addressing the health and safety risks inherent in its business.

BACKGROUND AND SCOPE

EMX is engaged in exploration discovery, royalty generation, royalty acquisition, and strategic investments. EMX does not control any mines or mining operations through our investments.

EMX is committed to fostering a safe, healthy, and respectful work environment. As a company primarily focused on royalty and streaming interests, we understand that while direct health and safety risks are limited within our corporate activities, our responsibility extends to promoting robust health and safety practices across our partnerships and investments. This Policy pertains to EMX and its generative assets and all employees of EMX. This Policy also outlines our commitment to achieving and maintaining high standards of health and safety in all areas we influence. When actively working with partner companies and conducting joint programs, EMX communicates this Policy to, and requires compliance from, such partners to ensure they conduct their business in accordance with this Policy or similar policies covering practices related to Health and Safety Requirements. In cases where EMX has no active management responsibilities on a project, EMX uses reasonable efforts to encourage third parties to adhere to this Policy or similar policies covering practices related to Health and Safety Requirements.

COMMITMENTS

The health and safety of EMX’s employees, contractors and other stakeholders are critical to the long-term success of EMX. As such, EMX has made the following commitments:

1. *Compliance with Legal and Regulatory Standards*

EMX is dedicated to adhering to all applicable health and safety laws, regulations, and standards within each jurisdiction where we operate. Our offices and facilities are chosen and maintained with a focus on creating a safe environment for employees, visitors, and contractors.

2. *Health and Safety Leadership and Accountability*

Leadership in health and safety starts at the top. EMX’s management team is accountable for fostering a culture of safety across the organization, ensuring that all employees are trained, informed, and empowered to uphold safety standards. We expect all employees to take personal responsibility for creating a safe workplace by following established safety practices and promptly reporting potential hazards, accidents, injuries and unsafe equipment, practices or conditions to their immediate supervisor.

3. *Promoting a Safe Workplace for Employees, Suppliers and Partners*

Given EMX's indirect role in mining operations, we are committed to working with operators and partners who demonstrate a strong safety culture. We advocate for high standards of safety across projects and encourage continuous improvement of health and safety practices, including the integration of new technologies, processes, and standards to reduce risks.

EMX will maintain an atmosphere that encourages constructive feedback and positive worker-management relationships.

4. *Workplace Violence and Harassment Prevention*

EMX maintains a zero-tolerance policy toward workplace violence and harassment. Workplace violence includes any act of physical force or threat that causes or could cause harm to an employee or any attempt to exercise physical force against an employee. Harassment includes actions or comments that are known, or ought reasonably to be known, to be unwelcome or that create a hostile environment.

5. *Emergency Preparedness and Response*

EMX prioritizes emergency preparedness and response training to ensure all employees know how to respond in various emergency situations. We conduct regular training on evacuation, first aid, and emergency response protocols, with clear guidelines and designated roles to handle any potential risks within our corporate offices.

6. *Drug and Alcohol-Free Workplace*

We are committed to maintaining a workplace free from the influence of alcohol and drugs, which could impair judgment and safety. Employees are expected to come to work fit for duty and free from substances that could affect their performance or pose risks. The possession, use, distribution, or sale of illegal drugs or unauthorized medications on company premises is strictly prohibited.

7. *Health and Well-being Support*

EMX recognizes that health extends beyond physical safety to include mental well-being. We are dedicated to supporting the mental health of our employees through resources, wellness programs, and a supportive work environment. We actively encourage work-life balance to reduce stress and enhance overall well-being.

8. *Continuous Improvement and Monitoring*

Health and safety are ongoing priorities at EMX. We continuously monitor and review our practices, policies, and training programs to ensure they align with best practices and evolving industry standards. EMX seeks to learn from incidents and regularly reviews safety metrics to identify areas for improvement.

9. *Safety Performance*

EMX seeks to achieve zero lost time for injuries and fatalities. In the event of an incident, we will promptly conduct a detailed accident and incident investigation.

10. *Due Diligence*

EMX conducts due diligence on partners to determine their ability and willingness to conduct business in accordance with Health and Safety Requirements.

ACCOUNTABILITY AND REVIEW

- 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 initiatives implemented by senior management and progress in achieving them.

- 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 resolve any issues.

SUPPORTING POLICIES

- Code of Business Conduct and Ethics
- Environmental
- Land, Community and Indigenous Relations
- Diversity, Equity, Inclusion and 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.