



# FILO CORP.

(together with its subsidiaries, the “Corporation”)

## WHISTLEBLOWER POLICY

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The Corporation is committed to the highest standards of openness, honesty and accountability that its various stakeholders are entitled to expect.

The Audit Committee of the Board has established the following procedures for the receipt, retention and treatment of complaints or submissions regarding accounting, internal accounting controls or auditing matters, as well as other corporate misconduct and breaches of the Code of Business Conduct and Ethics (a “**complaint**”). Like the Code of Business Conduct and Ethics, this Whistleblower Policy is designed to encourage ethical behavior by all the Corporation’s employees, including employees of its subsidiaries, and provides details and procedures for submitting a complaint.

### 1. Procedures

- 1.1 Anyone may file a complaint by posting it to the Corporate Secretary at Filo Corp., Suite 2800, 1055 Dunsmuir Street, P.O. Box 49225, Vancouver, B.C. Canada V7X 1L2. The Corporate Secretary will forward the complaint to the Chair of the Audit Committee.
- 1.2 In addition to the general complaint procedure set out above, an employee of the Corporation may submit a **confidential complaint** by forwarding it directly to the attention of the Chair of the Audit Committee. The Chair of the Audit Committee may be reached by any of the following methods:

Email:	whistleblower@filocorp.com
Post:	Confidential Employee Concerns Attn: Audit Committee Chair Filo Corp. c/o Suite 2800, 1055 Dunsmuir Street P.O. Box 49225 Vancouver, B.C. Canada V7X 1L2

### 2. Content of Complaints

- 2.1 To assist the Corporation in the response to or investigation of a complaint, the complaint should contain as much specific, factual information as possible to allow for proper assessment of the nature, extent and urgency of the matter that is the subject of the complaint, including, without limitation and to the extent possible, the following information:
  - (i) The alleged event, matter or issue that is the subject of the complaint;
  - (ii) The name of each person involved;

- (iii) If the complaint involves a specific event or events, the approximate date and location of each event; and
- (iv) Any additional information, documentation or other evidence available to support the complaint.

### **3. Investigation**

- 3.1 Following the receipt of any complaints submitted hereunder, the Audit Committee will address each matter so reported, and corrective and disciplinary actions will be taken, if appropriate. The Audit Committee shall determine the steps and procedures to be taken to address the complaint and whether an investigation is appropriate and, if so, what form such investigation should take (for example whether external investigators should be employed, the timing of such investigation and other such matters as are deemed appropriate in the circumstances).

### **4. Confidentiality/Anonymity**

- 4.1 All complaints filed pursuant to this Whistleblower Policy will be addressed internally on a confidential basis. In conducting any investigation, the Audit Committee shall use reasonable efforts to protect the confidentiality and anonymity of the complainant. The complainant should keep in mind, however, that if he or she fails to identify himself or herself, the Corporation may not be able to adequately investigate and resolve the concern raised in the complaint.

### **5. Safeguards Against Retaliation, Harassment or Victimization**

- 5.1 The Corporation understands and acknowledges that an employee's decision to report or raise a complaint can be a difficult one to make. Employees who raise serious concerns should have nothing to fear. The Corporation will not tolerate any retaliation, harassment or victimization (including informal pressures) and shall take appropriate action to protect employees who raise any complaint under this Whistleblower Policy in good faith.

### **6. Reporting and Retention of Records**

- 6.1 The Chair of the Audit Committee will maintain a log of all complaints, tracking their receipt, investigation and resolution and shall prepare a summary thereof and present the same to the Audit Committee on a quarterly basis. Copies of complaints and the log will be maintained by the Chair of the Audit Committee in a confidential manner.
- 6.2 Records of any complaints shall be maintained by the Audit Committee or its designee for a period of at least seven (7) years.

### **7. Distribution**

- 7.1 This Whistleblower Policy will be (i) available on the Corporation's website; (ii) available at the offices of the Corporation's mining operations; and (iii) a copy shall be provided to all employees of the Corporation and its operating subsidiaries upon their recruitment and any revisions to this Whistleblower Policy shall be communicated to such employees.

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Should you have any questions or wish additional information regarding this Whistleblower Policy please contact the Chair of the Audit Committee.

*Last approved by the Board of Directors on March 20, 2024*