

4.3

Community Relations

Making a Positive Contribution

At each of our sites, we maintain active community relations programs with dedicated budgets and initiatives. Our community and social framework is outlined in various governance documents, including our [Code of Business Conduct and Ethics](#), [Environment, Sustainability, Health and Safety Policy](#), [Human Rights Policy](#), [CSR Policy](#), [Indigenous Peoples Policy](#), and [Stakeholder Engagement and Community Response Standard](#).

Pillars of Our Approach

Community Engagement

Orla is committed to promoting open and trusted relationships with communities. This involves active engagement with local government, Indigenous groups, community leaders, environmental organizations, and private and communal landowners, to make sure their perspectives are valued and

Why it Matters

Mining companies like Orla have a civic responsibility to uphold and contribute to the sustainable development and welfare of the communities in which they operate and upon which they rely. This obligation extends to foreign countries as well as rural and remote areas, requiring a respectful consideration of local traditions, customs, and beliefs, including those of Indigenous Peoples.

Meaningful engagement with local communities, characterized by transparency and incorporation of their perspectives, is crucial for fostering positive, trust-based, respectful relationships which are the basis for building long term value together.



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considered in our operations. We prioritize soliciting and integrating their input into our decision-making processes and plans, thereby demonstrating our commitment to conducting our operations in a socially responsible manner. At our producing mine, Camino Rojo and our project in Nevada, we have established full-time community relations teams. These teams are guided by Orla's [CSR Policy](#) and [Stakeholder Engagement and Community Response standard](#). Each site has its own community relations program tailored to local priorities. At Camino Rojo, this includes a formalized community response mechanism to receive, document, and address community aspirations and concerns.

Social Investment

Orla is dedicated to supporting and enhancing the well-being and quality of life within communities where we operate. We do this through various means such as sponsorships, donations, event and program support, volunteerism, and in-kind services.

We actively seek community input to identify and prioritize the allocation of resources that Orla commits to social investing in each year. For instance, at Camino Rojo, we engage with ejidos to gather their perspectives. Each year Orla provides funding for various initiatives, including education, healthcare services, and job and business creation. We also support local infrastructure development,

which encompasses projects such as road maintenance, water collection systems, and irrigation systems, all aimed at improving the overall livelihoods and prosperity of the communities we serve.

Economic Development

Another key aspect of Orla's strategy is to foster economic opportunities for local communities, with the goal of creating a positive economic impact in the region and facilitating sustained community development beyond the closure of our mines. To achieve this objective in Mexico, we have forged partnerships with the State of Zacatecas, the Mexican Centre for Competitiveness (CCMX), Center of Scientific and Technological Studies of Zacatecas (CECyTEZ), Engineers Without Borders Canada, and private allies. Together, we are working to enhance the entrepreneurial capacity, market access, and diversification of local business owners, with a particular focus on supporting women in communities near Camino Rojo. In Nevada, we are working with local organizations to establish partnerships that will allow us to further contribute to the development of economic diversification projects.

Through these collaborative efforts, we aim to empower local economies, promote resilience, and contribute to long-term value creation and sustainable development in the regions where we operate.

Orla is committed to:

Developing meaningful and effective community relations strategies

Encompassing all relevant stakeholders and rightsholders integrating community relations best practices into our business processes.



Engaging with the people who live and work in our neighboring communities

Identifying local priorities, needs, and development goals.

Establishing grievance mechanisms, based on international best practices



Developing, implementing and investing in socio-economic initiatives

Supporting the development and sustainability of communities and countries in which we operate.



Partnering with credible organizations

Working with organizations including non-governmental organizations and local community groups to leverage resources and build capacity.



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Human Rights and Indigenous Peoples

Our dedication to respecting and safeguarding the rights of all individuals impacted by our operations is clearly outlined in our core policies, standards, and procedures, especially our [Human Rights Policy](#). Part of our commitment includes providing safe working conditions and mitigating any adverse impacts our operations may have on local communities.

For further information, please refer to the Human Rights section for a comprehensive understanding of our approach.

Our [Indigenous Peoples Policy](#) focuses on nurturing positive and trust-based relationships with Indigenous communities based on respect and open dialogue. The policy recognizes the importance of Reconciliation, and Orla is dedicated to working in partnership with Indigenous

Peoples to establish mutually beneficial relationships.

Meaningful engagement, capacity-building strategies, and the incorporation of Indigenous knowledge and culture into our operations are just some of the ways we strive to ensure long-term sustainability and cultural sensitivity. Our team in Nevada is engaged with the Te-Moak Tribal Council to

share the project plan for the future and the opportunities for proactive collaboration.

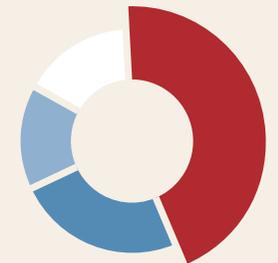
Transparency and Public Disclosure

We are committed to transparency with our local stakeholders. We proactively engage in community meetings and consultations, and publicly disclose information regarding our operations, financial results, tax payments, and ESG performance.



2024 Direct Economic Impact in Camino Rojo Local Communities

IN \$US	2024	2023	2022
● Salaries paid to employees from direct local communities	\$ 4,794,288	\$ 5,271,160	\$ 1,551,679
● Permits, concession, and land compensation to ejidos	\$ 2,616,600	\$ 2,525,846	\$ 2,601,753
● Investment in local communities and donations	\$ 1,623,850	\$ 1,579,078	\$ 1,447,543
● Payments to suppliers from direct local communities	\$ 1,712,074	\$ 1,294,241	\$ 766,154
Total investment in local communities	\$ 10,746,813	\$ 10,670,324	\$ 6,367,129



Camino Rojo
\$10.7 million