

4.1 Occupational Health & Safety

Performance

106

Average hours of health, safety, and emergency response training for employees

Across all sites, there were a total of 41 injuries in 2024, up from 22 the previous year. Incidents requiring medical intervention apart from simple first aid (“total recordable incidents”) decreased from seven in 2023 to two last year. We recorded a Lost Time Injury Frequency Rate (LTIFR) of 2.59 (2023: 1.71). LTIFR measures lost time injuries per 1 million person-hours worked. In 2024, at our main operation, Camino Rojo, there were seven lost time injuries, which resulted in a Lost Time Injury Frequency Rate (LTIFR) of 3.94. Orla has not experienced any employee fatalities since the Company’s inception.

Health, safety, and emergency response training is part of our ongoing effort to foster a safety-first mindset across our workforce. Over the course of 2024, employees and contractors completed 33,047 hours and 12,600 hours, respectively, of training related to health, safety, and emergency response. There was a 116% increase in the average hours of H&S training for our direct employees. The training covered topics such as mining industry safety standards and regulations, protective equipment, safety procedures, emergency preparedness, cyanide management, and disaster prevention related to chemical contamination.

Demonstrating proactive leadership, Orla launched the internal “4X4” Safety Program in 2024. The program is designed to engage all organizational levels—leaders, middle management, supervisors, and operators—across four core safety activities: face-to-face walkthroughs, incident investigations, regulatory compliance, and training.

To further foster a culture of prevention, the site hosted its Second Health and Safety Fair, bringing together employees and contractors to emphasize accident and illness prevention. The event showcased joint efforts to maintain a safe work environment and reinforced a shared responsibility for worker health—establishing Camino Rojo as a positive example within the industry.

In recognition of its continued commitment to workplace health and safety, Orla Camino Rojo was awarded its second ELSSA Distinction by the Mexican Social Security Institute (IMSS) in Zacatecas. The distinction affirms compliance with national safety standards and highlights the efforts of companies that prioritize employee well-being. This achievement positions Camino Rojo as a regional leader and sets a benchmark for safety in the mining sector.

As Chair of the Safety and Health Committee of the Zacatecas Mining Cluster, Orla Camino Rojo also contributed to regional progress by promoting best practices in health and safety. Key outcomes included 53 training sessions, implementation of digital STPS tools, development of civil protection plans, psychosocial risk assessments, and the first National Conference on Mining Safety and Health. These efforts reflect a strong commitment to safe operations, continuous improvement, and shared value across the mining sector.

2025 Priorities

Strengthen and embed the 4X4 Safety Program across all levels of the Camino Rojo operation.

Leverage new technologies to enhance safety and health practices.

Achieve certification of the occupational health and safety management systems at Camino Rojo.