



HUMAN RIGHTS POLICY

MAG Silver Corp. (“**MAG**” or the “**Company**”) is committed to promoting a culture of respect for human rights and inclusion that aligns with the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization’s (“**ILO**”) Declaration on Fundamental Principles and Rights at Work, international humanitarian law and applicable local human rights legislation. MAG will safeguard the promotion of human rights in the workplace and integrate human rights into our due diligence and risk assessment processes, and other policies and procedures.

The Health, Safety, Environment and Community Committee (the “**HSEC Committee**”) of the Board of Directors (the “**Board**”) of the Company shall assist the Board in its oversight of the Human Rights Policy including:

- a) the effectiveness of and compliance with this Policy;
- b) the Company’s conduct and performance, including challenges in the prevention and mitigation of human rights issues; and
- c) the Company’s external reporting in relation to human rights matters.

To achieve our human rights commitments, MAG will:

- Respect the rights and dignity of our employees, directors, consultants, contractors, suppliers and business partners and community members affected by our business.
- Create a safe, inclusive and diverse workplace where decisions are non-discriminatory towards race, colour, religion, nationality, gender, gender identity and expression, ethnicity, age, marital status, creed, sexual orientation, political beliefs, pregnancy, disability or other basis prohibited by law.
- Respect workers’ rights related to working conditions, freedom of peaceful assembly and association, freedom of speech, collective bargaining, maximum working hours and minimum wages, consistent with the relevant ILO conventions.
- Conduct regular and reasonable human rights due diligence to determine the actual and potential human rights impacts of our activities.
- Avoid causing or contributing to adverse human rights impacts through our activities, and cooperate in the remediation of adverse impacts through legitimate processes in the event they do occur.
- Take actions to raise employee awareness of international standards and guiding principles for human rights and provide regular training on this Policy.
- Respect the history, culture and traditional ways of Indigenous Peoples, their standing as distinct, self-determining peoples, and their interests in land, waters and the environment.

- Engage in constructive dialogue and partnerships with our stakeholders to better understand how our activities affect their human rights.
- Establish operations-level grievance and dispute resolution mechanisms for human rights issues; and if a human rights issue arises, assess and act upon findings of the investigation.
- Maintain a zero tolerance approach to the use of forced, compulsory or child labour.
- Continuously seek improvements to this Policy and other human rights related programs and procedures to further embed respect for human rights into the Company's culture, operations and workforce.
- Report on human rights in various Company disclosure documents, including in our annual Sustainability Report and our annual United Nations Communication on Progress Report.

Compliance

We expect all employees, directors, consultants, contractors, suppliers and business partners to take steps to prevent any violation of this Policy. This includes the timely identification and reporting of both incidents and potential issues before they escalate, and seeking additional guidance when necessary.

MAG will clearly communicate the expectation that all employees, directors, consultants, contractors, suppliers and business partners will comply with this Policy.

For Company employees, non-compliance with this Policy may be grounds for disciplinary action up to and including termination of employment. For directors, non-compliance may be grounds for case-specific disciplinary action, which may include immediate discharge or removal. For consultants and contractors, non-compliance may be grounds for contract termination.

Last reviewed and approved by the Board on March 24, 2023.

Human Rights Policy

Acknowledgement

I, (insert name) _____ hereby acknowledge having reviewed MAG Silver Corp.'s Human Rights Policy and that I understand its provisions and will respect and comply with the Policy and its intent.

Signature

Date