



Title:	Health and Safety Policy		
Approved by:	Board of Directors	Date approved:	May 13, 2026

1. PURPOSE

This Health and Safety Policy (this "**Policy**") was proposed by the Sustainability and Technical Committee of the Board of Directors (the "**Board**") of Americas Gold and Silver Corporation (the "**Corporation**") and approved by the Board to define its commitment to the safety and health at the Corporation's operations.

The Corporation is committed to business practices where productivity and accident prevention run parallel, and activities are carried out in a manner that ensures the health and safety, while at the operations, of its employees, officers, consultants, Contractors¹, visitors, and members of the Board, all of which, pertaining to this Policy, will be referred to as the "**Corporation's stakeholders**". The actions, activities and processes of the Corporation should be conducted to prioritize the safety, health, and welfare of the Corporation's stakeholders. Such actions, activities and processes shall not be carried out if they cannot be done in a safe manner having assessed the potential risk of injury to persons and harm to operations.

2. SCOPE

This Policy is applicable to the entire workforce of the Corporation and its subsidiaries, including the Corporation's stakeholders, as defined in this Policy. This Policy is applicable to all its operational mines, exploration sites, closure properties and joint ventures where the Corporation has operational control. At joint ventures where the Corporation does not have full operational control, the Corporation will use this Policy to guide our approach.

3. OBJECTIVE

The objective of the Policy is to instill, promote and create a positive and proactive attitude and behavior towards health and safety at all levels, among the Corporation's stakeholders in the Corporation's operations.

¹ For the purpose of this Policy, the term Contractor's includes consultants, Suppliers, Supplier's parent, subsidiary, and affiliated companies as well as their respective employees, and the Corporation's contractors, subcontractors, service providers and agents to the extent those entities or individuals are supplying goods or performing services for or on behalf of the Corporation.

To meet these objectives, the Corporation will prioritize its efforts to:

- (a) conduct all operations in a manner that ensures the health and safety of the Corporation's stakeholders while at the Corporation's operations, by complying with all applicable standards and regulations;
- (b) implement Safety and Health management systems that will establish standards, training, operating procedures, and that will promote and protect the health and safety of the Corporation's stakeholders;
- (c) measure and improve performance in health and safety matters by establishing, identifying and updating data, processes and objectives and ensuring that management and the Corporation's stakeholders collaborate directly with the Corporation;
- (d) identify, assess and communicate workplace hazards, and develop and implement action plans with the aim of eliminating or mitigating the potential risks of harm or injury to persons and equipment involved;
- (e) maintain compliance with all regulatory acts and regulators with specific reference to safety and health within the jurisdiction in which it has mining operations or associated activities;
- (f) ensure that the Board is appropriately informed of the standard trends and activities of the Corporation's safety and health efforts and achievements;
- (g) provide adequate training, financial resources, protective equipment, materials and personnel to implement, maintain and review the Policy;
- (h) communicate openly with the Corporation's stakeholders and regulatory agencies on health and safety issues, and address concerns pertaining to potential hazards regarding health and safety;
- (i) maintain up-to-date emergency response plans for all activities and facilities;
- (j) encourage all staff to report to management any known or suspected departures from the Policy or related procedures, including using the anonymous reporting methods described in the Corporation's *Whistleblower Policy*; and
- (k) ensuring that health and safety performance and priorities are aligned with the Corporation's Policies and broader Environmental, Social and Governance ("ESG") commitments, including transparent reporting of Key Performance Indicators (KPIs) in the Corporation's annual disclosures.

4. IMPLEMENTATION

The Corporation will implement this Policy by:

- (a) maintaining plant, equipment, personal protective equipment and all infrastructure in a safe and operable condition with documented safe work procedures, practices and record management systems;
- (b) assigning accountability for the implementation of this Policy, making health and safety performance an important factor in the management review process;
- (c) clearly define and communicate to the Corporation's stakeholders the obligations and responsibilities placed on them in upholding this Policy;
- (d) communicating this Policy and any applicable safety and health regulations and procedures that are applicable to the Corporation's stakeholders local communities and other stakeholders affected by the Corporation's operations; and
- (e) conduct annual audits to ensure compliance with this Policy.

This Policy will not be applied at a Corporation's operation site of which the Corporation has a minority interest and does not have operational control. In the event a Corporation's operation site has a Health and Safety Policy in place, the two Policies will complement each other. However, in the case any provision of the operation's Policy conflicts or is inconsistent with any provisions of this Policy, the terms of this Policy shall prevail.