2025 Modern Slavery Report

About this Report

This report has been prepared in accordance with the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") for the period 1 January 2025 to 31 December 2025.

This joint report is submitted on behalf of SSR Mining Inc., a British Columbia corporation with entity number BC0021492; SGO Mining Inc., a Canadian federal corporation with entity number 1451901-9; and Intertrade Metals Limited Partnership, a British Columbia limited partnership with entity number LP0587362 (each, a "Reporting Entity" and together, the "Reporting Entities"). This report was approved by the Board of SSR Mining Inc. on behalf of the Reporting Entities on October 6, 2026 pursuant to subparagraph 11(4)(b)(ii) of the Act.

All references in this report to "SSR Mining," the "Company," "our," "us" and "we" refer to SSR Mining Inc. together with its affiliates and subsidiaries, unless the context otherwise requires.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the Reporting Entities. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I make this attestation in my capacity as a Director of SSR Mining Inc., and not in my personal capacity. I have the authority to bind SSR Mining Inc.



Rod Antal
Executive Chairman
November 2, 2026

At SSR Mining, our purpose is to create value and leave a legacy through responsible and sustainable operations. Our Company values – Safety First, Always; Better Together; and Be Excellent – are at the core of driving this purpose. Forced labour and child labour (hereafter "modern slavery") violate basic human rights by exploiting the most vulnerable people in communities around the world. At SSR Mining, we respect the human rights of individuals impacted by our operations and activities. Wherever we work, we strive to avoid causing or contributing to human rights violations and to facilitate access to remedy. We have zero tolerance for any human rights violations committed at our operations, by our employees, our work partners or other third parties operating on our behalf, including the perpetuation of modern slavery.

As we evaluate our efforts to combat modern slavery, we continuously strive to identify opportunities to better understand, manage and reduce our potential exposure to modern slavery risks in our operations and supply chain.

Our Structure

SSR Mining Inc., headquartered in Denver, Colorado, USA, is the parent company of Alacer Gold Corp., SGO Mining Inc., SSR US Holdings Inc., and several other downstream entities registered around the world, including management companies, holding companies, and other subsidiaries. The Company's common shares trade under the symbol "SSRM" on the Toronto Stock Exchange and the Nasdaq Global Market.

The Company's major operational assets in 2025 are held under the following wholly owned entities:

- Alacer Gold Corp., a Yukon corporation, which holds the Company's interests and operations in Türkiye.
- SSR US Holdings Inc., a Nevada corporation, which holds the Company's interests and operations in the United States.
- SGO Mining Inc., a Canadian federal corporation, which holds the Company's interests and operations in Canada.
- Puna Operations Inc., a British Columbia corporation, which holds the Company's interests and operations in Argentina.

For a full breakdown of the Company's structure, please see the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2025, filed on February 17, 2026, which is available under the Company's SEDAR+ profile at www.sedarplus.ca and EDGAR profile at www.sec.gov/edgar (the "Form 10-K").

Our Operations

SSR Mining is a precious metals mining company with producing assets located in the United States, Türkiye, Canada, and Argentina. The Company is primarily engaged in the operation, acquisition, exploration, and development of precious metal resource properties located in these jurisdictions. The Company operates both open pit and underground mines, processing ore at our on-site processing plants to produce gold doré as well as copper, silver, lead, and zinc concentrates.

Our operations include the Çöpler property, located in Türkiye's Erzincan Province, the Marigold property, located in Nevada, USA, the Seabee Gold Operation, located in Saskatchewan, Canada, the Puna property, located in Argentina's Jujuy Province, and the Cripple Creek & Victor property, located in Colorado, USA. On June 24, 2026, the Company divested its interest in the Çöpler property located in Türkiye's Erzincan

Province. Additionally, the Company has several exploration and development properties in the United States and Canada. Our corporate office in Denver, Colorado, provides strategic, systems, governance and execution support for operations and their support functions. For a full description of each operating site, please see the Company's Annual Report on Form 10-K.

Our Supply Chain

Our supply chain supports all principal elements of the mining lifecycle, from exploration through rehabilitation. These elements include, but are not limited to, drilling, research, consulting, construction and engineering services, construction materials, mining equipment, fuel, lubricants, reagents and chemicals, grinding media, power, trucking, on-site transportation and catering.

The procurement of goods and services for the Company is executed by a combination of operations-specific procurement teams and a centralized corporate function which provides guidance and support. Legal professionals are also available for support as needed. Our strategic supplier relations are underpinned by multi-year contractual arrangements and mutually agreed performance metrics. High-value and longer-term engagements are typically governed by contract terms and conditions, while lower-spend or shorter-term arrangements are typically governed by purchase order terms and conditions. Our preference is to buy local products and engage local services when possible so that host communities can share in the economic benefits of our activities.

In 2025, the Company utilized 421 different suppliers in Canada, with the largest five suppliers operating out of Canada and accounting for approximately 33% of total supplier spend in Canada. Our largest supply categories are original equipment manufacturing parts, reagents, logistics services, aviation services, drilling services and other mechanical part supplies.

Our Modern Slavery Risks

By the nature of our business and certain jurisdictions in which we operate, there is a risk that our operations could cause, contribute to, or be directly linked to, modern slavery, including forced labour and child labour. The risk of modern slavery is higher within our supply chains than in our operations, including within direct supplier relationships, but also within subcontracting relationships. The inherent modern slavery risks of our operations include, but are not limited to:

- The risk that our employees or temporary workers are in exploitative situations.
- The risk that our business activity contributes to modern slavery in the community.
- The risk that the suppliers we utilize are themselves involved in modern slavery.

We recognize that there may be a higher inherent risk of modern slavery in vulnerable communities due to a lack of economic opportunities. We develop and foster non-mining economic opportunities through community and social development outreach as one mechanism to address the root causes of modern slavery in such communities. There is a lower risk of our involvement in modern slavery relating to our workforce due to strong human resources policies and procedures, training, accessible grievance mechanisms and risk management.

Our Human Rights Policy, which is approved by the Company's Board of Directors and available on the Company's website, provides a framework for assessing risk on a prioritized risk basis to identify and manage human rights risks and potential impacts. The following parameters are considered under the

framework: working conditions; non-discrimination; health and safety; security; water management; Indigenous rights; vulnerable groups; and our key suppliers and work partners.

No indications or instances of modern slavery were identified or reported in our operations during 2025.

Our Approach

Managing modern slavery risks is part of our broader human rights approach, recognizing that the presence of other human rights issues may indicate modern slavery and vice versa. Our human rights approach is founded on the UN Guiding Principles on Business and Human Rights (UNGPs) and aligned with the United Nations Global Compact and the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises. This includes support and respect for the human rights expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

We have several policies that address aspects of modern slavery, including:

- Our Human Rights Policy, which sets forth that we have zero tolerance for violations of human rights committed by employees, work partners, and third parties acting on our behalf and oppose all forms of slavery, forced or compulsory labor and child labor, both within our organization and within our supply chains.
- Our Code of Business Conduct and Ethics, which sets out our commitment to business integrity and provides clarity about the behaviours we expect.
- Our Whistleblower Policy, which states that every director, officer and employee of the Company has a responsibility to report any violation or potential or suspected violation of the Company's Code of Business Conduct and Ethics; any other Company policy, including the Human Rights Policy; and applicable laws, rules or regulations.

We may learn about a human rights allegation in different ways, for example, through one of our own grievance mechanisms, a business partner, or other stakeholders such as a community organization, media outlets or a workers' association. We are committed to investigating incidents and recognize that we may need to involve law enforcement. Depending on our level of involvement, we will provide for or cooperate in remediation and use our leverage with business partners in line with the UNGPs. This work would entail a cross-functional response, escalated to senior leadership as required. As we have not encountered reports or instances of modern slavery in our business activities or supply chain, we have not taken measures to date to remediate any forced labour or child labour or remediate the loss of income to any families or the community.

We are committed to providing effective grievance mechanisms to raise complaints relating to our operations and our supply chains, including any concerns about modern slavery. Our grievance mechanisms are intended to be accessible for any individual to use, including our suppliers, and we are considering ways to promote further access to our grievance mechanisms. We have continued to develop our confidential whistleblower hotline, which is designed to help our people voice concerns about potential misconduct or improper behaviour, anonymously. The hotline is available in multiple languages to our workforce, suppliers (and their employees and contractors), community members, other stakeholders and the public. Subject to local laws, reports to the hotline can relate to concerns about the

business or behaviours of individuals, including suspected violations of our standards; policies and procedures; human rights, including modern slavery; safety and environment; financial reporting; and fraud or other business integrity issues.

We provide training on our Human Rights Policy and expectations as part of employee and contractor induction programs. Additionally, we conduct human rights training for our senior corporate leadership and our operations management, including first-level supervisors and others in higher risk job functions.

We work with reputable suppliers and subcontractors who are subject to jurisdictional laws aimed at preventing forced labour of any kind and take their obligations towards the prevention of modern slavery seriously. Our suppliers and subcontractors are required to abide by all applicable laws under the terms of their contracts, including any applicable human rights and labour laws. Our standard contract language also requires compliance with all Company policies and procedures, including our Code of Business Conduct and Ethics, Human Rights Policy, and Whistleblower Policy.

Our Goals

The Company is committed to operating responsibly and preventing the exploitation of the most vulnerable in our communities and supply chains. We do not currently have any measures to assess effectiveness. However, looking forward, the Company will review its current ethical systems to prevent, identify and remedy any modern slavery risks in our supply chains. Additional training and guidance will be developed and provided, as needed, to continue to emphasize the importance of ethical conduct, the risks of modern slavery, the principles of our Code of Business Conduct and Ethics and the importance of undertaking due diligence before appointing a supplier.