



Human Rights Policy

Purpose and Responsibilities

The Human Rights Policy provides a framework to ensure human rights are respected as they relate to all directors, officers, and employees of Royal Gold, Inc. and its subsidiaries and affiliates ("Royal Gold"). The Compensation, Nominating, and Governance Committee of Royal Gold's Board of Directors oversees management's implementation of this policy and other ESG-related policies.

Standards and Principles

Human rights are basic standards aimed to secure dignity and equality for all people. Royal Gold is committed to respect internationally recognized human rights standards.

We endorse the International Council on Mining & Metals 10 Principles of Sustainable Development and the World Gold Council's Responsible Gold Mining Principles, each of which incorporates the United Nations Guiding Principles on Business and Human Rights, among other standards.

Consistent with these commitments and standards, in all jurisdictions where we operate, Royal Gold will:

- Comply with all applicable laws concerning human rights, including child labor
- Prohibit hiring of individuals under the legal age of employment
- Prohibit all forms of human trafficking and forced labor, including prison labor, indentured labor, bonded labor, and modern forms of slavery
- Comply with applicable wage, work hours, overtime, and benefits laws
- Promote equal opportunity and freedom from discrimination and harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law

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Revised August 18, 2026

