



Occupational Health and Safety Policy

Effective Date: February 18, 2026

B2Gold Corp. (“**B2Gold**” or the “**Company**”) is committed to compliance with laws, regulations and the provision of safe and healthy working conditions, for all employees, contractors and visitors. In exercising this commitment B2Gold shall follow the principles of visible safety leadership, duty of care, critical risk management and participative consultation. Operations and business activities will implement fit-for-purpose programs which follow Company health and safety management systems and performance standards to prevent work-related injuries, psychological harm, occupational diseases/illnesses, permanently disabling injury and fatalities.

B2Gold recognizes that the insurance of safe and healthy work practices is a shared responsibility compatible with all managerial and operational functions and is a matter dependent on the maintenance of a resilient safety culture. B2Gold and its operations will deliver on its commitment to the responsible management of safety, health and wellbeing by:

- Complying with all relevant health and safety laws, regulations and, where applicable, best practice standards, with respect to safety management to achieve zero harm.
- Effectively auditing and applying a continuous improvement process in the development of our safety management system, performance standards and annual injury/illness prevention plans.
- Conducting regular management reviews of the safety management system to ensure its suitability, adequacy, and effectiveness, considering stakeholder needs, and reporting health and safety performance, incidents, and compliance to authorities and leadership as required for transparency and continual improvement.
- Holding operations, management and supervisors accountable for safety performance outcomes through performance management, as well as employee, contractor and visitor compliance with all rules, regulations, risk management practices, work procedures and competency requirements.
- Providing all personnel with the necessary education, training, equipment, resources and information to support competency and decisions that ensure health, safety and wellbeing is properly considered and applied within the workplace for all work-related tasks.
- Continually work to identify, manage and mitigate hazards and risks through critical controls management to ALARP (As Low as Reasonably Practicable).
- Completing thorough and timely investigations of all incidents to ensure key learnings are implemented and shared across the organization to prevent recurrence.



- Ensuring effective communications and consultations with personnel on health, safety and wellbeing matters to encourage personal responsibility and cultivation of a resilient safety culture.
- Maintaining effective emergency and medical response programs with competently trained and equipped emergency personnel capable of responding in an organized and efficient manner during crises.
- Ensuring appropriate medical treatment of injury or illness, active rehabilitation, reasonable workplace accommodation with appropriate and timely re-integration for personnel following any workplace injury or illness.

B2Gold will take a fair and just approach to the management of this policy. At-risk behaviours will not be accepted and reinforcement of positive behavior and proactive approaches to safety, health and wellbeing are to be applied and will be championed by our Board of Directors, Executive and Site Leadership Teams and Supervision.

APPROVAL

Board of Directors of B2Gold Corp.