



## ANNUAL REPORT ON FORCED AND CHILD LABOUR IN SUPPLY CHAINS

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For the Financial Year Ended April 30, 2025

This annual report on forced and child labour in supply chains ("Report") has been prepared by Starcore International Mines Ltd. ("Starcore" or the "Company") in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Modern Slavery Act"). It is available on Public Safety Canada's website at [www.publicsafety.gc.ca](http://www.publicsafety.gc.ca) and on Starcore's website at [www.starcore.com](http://www.starcore.com). All information in this Report is as at April 30, 2025, and all amounts are in Canadian dollars unless otherwise indicated.

### ABOUT STARCORE

Starcore International Mines Ltd. is engaged in the production of precious metals, primarily gold and silver, with a strong operating presence in Mexico. While its core asset is the San Martin Mine in Queretaro, Mexico, the Company also holds exploration and development interests in North America and an international project in Côte d'Ivoire.

Starcore is incorporated under the Business Corporations Act (British Columbia) and its common shares are listed on the Toronto Stock Exchange under the symbol "SAM" and on the Frankfurt Stock Exchange under the symbol "V4JA".

Principal Office: Suite 750 – 580 Hornby Street, Box 113, Vancouver, BC, Canada V6C 3B6

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Starcore's Board of Directors (the "Board") is responsible for the overall governance, stewardship and conduct of the Company's business. Under the leadership of Robert Eadie as President & CEO of the Company, and Salvador Garcia as COO of the operations in Starcore's San Martin Mine in Queretaro, Mexico, the Company implements its plans, directing its efforts towards the ultimate goal of increasing shareholder value while creating a safe and healthy community where it operates.

### Employee Breakdown (as at April 30, 2025):

Location	Full-Time Salaried	Hourly (Union)	Contractors	Total
San Martin Mine	61	153	68	282
Vancouver Office	4		1	5
<b>Total</b>				<b>287</b>

## PROCUREMENT AT STARCORE

Starcore's principal products are gold and silver produced from its San Martin Mine.

Starcore's supply chain supports the operation of the San Martin Mine and includes procurement of:

- Mining equipment (e.g., drills, trucks, milling equipment)
- Consumables (e.g., fuel, chemicals, explosives, grinding media)
- Personal Protective Equipment (PPE) (hard hats, eye and face protection, footwear, gloves, ear protection)
- Mining and engineering services
- Administrative goods and services for both the mine and corporate offices

The procurement teams at each of Starcore's operations are managed by divisional managers who are each responsible and report to the mine's General Manager, who in turn reports to the COO. At head office in Vancouver, the Company has a Vice President of Corporate Affairs who oversees human resources and reports to the Company's CEO.

The gold doré produced at San Martin is shipped for further refinement at a reputable and well-established refinery in Arezzo, Italy. Starcore's management has a close relationship with the Italian refinery's board and officers, and visits its operations regularly.

## RISKS OF FORCED AND CHILD LABOUR IN OPERATIONS AND SUPPLY CHAINS

### Operations

Starcore considers the risk of forced or child labour within its direct operations to be low. The Company complies with Mexican federal employment law, which prohibits employment of individuals under the age of 18 in the mining sector. Starcore employs no individuals under the age of 18 and ensures all employees are paid above minimum wage. All employees are hired either by a recruiting service or by recommendations from the Union and all of them are required to go through an interview process and medical and physical tests before being hired, avoiding any risk of forced labour.

### Supply Chain

Starcore is not aware of any instances of forced or child labour in its supply chain and assesses the risk as low. Starcore prioritizes responsible sourcing and seeks, where feasible, to procure from local communities to support sustainable development.

### Construction and Third-Party Contractors

The Company recognizes that certain types of contracting work—particularly in construction—pose higher risks due to the use of subcontracted and low-skilled labour. These are monitored more closely, especially because all construction is done at the mine site. The rules for accessing the mine require that every person identify themselves to our security personnel, and present a valid government issued photo identification that is only issued for persons 18 years or older. Our

procedures also require that all third parties register in the Company's visitor log book and pass the Company's security check point.

The above requirements make it very difficult for any minors to access the mine site. Also, our Human Resources and Accounting teams must check that all employees of a contractor are above the age of 18 when providing services by monitoring the third-party contractors' social security payments

## **STEPS TO PREVENT AND REDUCE THE RISK OF FORCED OR CHILD LABOUR**

### **Due Diligence and Procurement Controls**

- All suppliers undergo vetting to confirm good legal standing, providing their incorporation documents, POAs, compliance documents with their current tax and social security status and a copy of their legal representative's identification.
- Contractors in Mexico are required to submit proof of social insurance registration and payments for all their employees, enabling Starcore to verify employees' ages.
- The Company mandates in its internal employment policy that no person under the age of 18 is to be employed in any capacity.
- Our employees freely and voluntarily enter into employment agreements with the Company after the interview process and they must show their government photo identification.
- Union employees must be referred by the union in order to provide services to the Company. Like all employees, they must voluntarily apply for a position, complete the interview process, voluntarily agree to sign an employment contract in accordance with the union's collective bargaining agreement, and present valid government-issued photo identification.
- We invest in our communities by identifying populations—both directly and indirectly affected by our mining operations, including employees and contractors—and engaging them through tailored services, training programs, and information campaigns that support their well-being and address their specific needs.

### **Governance Enhancements**

Starcore proposes including a clause in all supplier contracts imposing immediate termination if any instance of forced or child labour is discovered during the execution of services.

## **REMEDATION MEASURES**

Starcore has not identified any cases of forced or child labour in its operations or supply chains and thus has not implemented any remediation measures to date. The Company remains committed to taking corrective action, including legal penalties and consequences if any violations are uncovered with compelling evidence.

## **EFFECTIVENESS ASSESSMENT**

Given the Company's size, structure, and due diligence practices, Starcore believes its current measures are effective in mitigating risks of Modern Slavery. The Company will continue evaluating its policies and procedures to enhance risk identification and mitigation strategies.

## **REPORTING CONCERNS**

Starcore encourages anyone with concerns related to unethical conduct, including potential forced or child labour, to report them confidentially to the Company's CFO or the COO. The Company's Whistle Blower policy protects any person who reports a concern or violation of ethical conduct, at the Company's operations in Mexico, and at the Company's headquarters in Vancouver, Canada.

Retaliation for reporting in good faith is strictly prohibited.

## **ATTESTATION**

This Report was approved by the Board of Directors of Starcore International Mines Ltd. On July 14, 2025, pursuant to section 11(4)(a) of the Modern Slavery Act.

I attest that I have reviewed the information contained in this Report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information is true, accurate, and complete in all material respects for the purposes of the Act.

Name: Gary Arca

Title: Chief Financial Officer & Director

Date: July 16, 2025