



Annual Modern Slavery Report For the year ended December 31, 2024

The following report has been prepared by Titan Mining Corporation (“Titan” or the “Company”), for the fiscal year ended December 31, 2024, as required by the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”). Titan is committed to upholding human rights and ensuring ethical practices across all aspect of our operations. The Company recognizes the inherent risks of modern slavery within the mining industry. In preparing this report the Company has taken a risk-based approach. This report outlines the Company’s initial steps and future plans to address these risk and promote a safe, fair, and transparent working environment.

Company Overview

Titan Mining Corporation is a natural resource company engaged in the acquisition, exploration, development and production of mineral properties. The Company’s head office is located in Vancouver, British Columbia, Canada and its principal asset is the Empire State Mine (“ESM”) a group of 100% owned high-grade zinc mines located in the Balmat-Edwards mining district in northern New York State, United States of America. ESM has been in commercial production since January 1, 2020. Titan is a publicly traded company with shares listed on the Toronto Stock Exchange (under the symbol TI) and the OTCQB (under the symbol TIMCF). As at December 31, 2024, Titan had 139 employees , 4 of whom are located in Canada and 135 of whom are located in the United States.

Mission

Titan’s mission is to deliver extraordinary shareholder value through exploration, development and operational excellence. Titan’s employees are governed by a commitment to integrity, trust, community involvement as well as environment and social stewardship. Titan’s projects are developed with the goal of delivering long-term mutual economic benefits for employees, communities, local governments and shareholders. The Company strives to minimize the environmental, social and safety impacts of its activities through innovation and the use of technology. During the year ended December 31, 2024, Titan continued to achieve an injury frequency rate that is significantly below the national average at the Empire State Mine.

Commitment

The Company is committed to the highest standards of legal and ethical business conduct. The Company’s Code of Business Conduct and Ethics (the “Code”) summarizes the legal, ethical and regulatory standards that we must follow and is a reminder to the Company’s directors, officer, employees, consultants and non-employees of the seriousness of that commitment. Compliance with the Code and high standards of business conduct is mandatory for every director, officer, employee and non-employee (includes contractor, subcontractor or other agent of the Company) of the Company.

In addition, the Company is committed to:

- Identifying and mitigating the risks of forced labor, child labor, and other forms of modern slavery within our operations and supply chains.
- Developing robust policies and procedures to prevent modern slavery.
- Ensuring compliance with all relevant laws and regulations.
- Promoting ethical practices and human rights throughout our organization and among our business partners.

Industry and Supply Chain Risks

Titan's supply chain consists of goods and services used for the production of zinc at the ESM. The Company partners with a range of suppliers and contractors that provide mobile equipment, infrastructure, machinery, spare parts, consumables, on-site services and off-site services. While the Company promotes local economic development by hiring and buying locally, with a majority of the Company's suppliers being based in the United States and Canada, some of the critical parts required to operate the mine are highly specialized and may only be available from international suppliers.

The mining industry, by its nature, can present elevated risks related to modern slavery, particularly due to factors such as remote locations, challenging working environments, and the use of subcontractors. These elements can, in some instances, contribute to conditions where labour practices require closer oversight. The Company remains committed to upholding high standards of employee welfare and safety. This commitment is reflected in ESM's safety record, which remains better than the national average, with ongoing efforts to maintain and enhance these standards.

The Company's operations are located entirely within Canada and the United States, both of which countries have implemented legislation designed to combat forced labour and child labour in supply chains. The Company acknowledges that legislation alone is insufficient to eliminate forced labor or child labor. Consequently, the risk of Modern Slavery within the Company's supply chain must be continuously evaluated and addressed. The Company continues to develop comprehensive processes and policies to address the risk of Modern Slavery within its operations and supply chain. This initiative aims to identify, mitigate and prevent instances of forced labor, child labor, and other forms of exploitation, ensuring ethical and humane practices throughout the organization.

Initial Steps Taken

The Company has taken the following initial steps to prevent and reduce the risk that forced labour or child labour is used at any step of the production of zinc at the Company's ESM:

- Consulted an external third party to seek guidance on the subject of the Act
- Evaluated and mapped activities and supply chains.
- Conducted a preliminary risk assessment to identify areas within our operations and supply chains that may be vulnerable to modern slavery.
- Gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily.
- Began developing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains.

- Began discussions with management regarding early development of awareness programs to educate our employees.

Remedial Measures

As of the date of this report, the Company is unaware of any instances of forced labour or child labour in our supply chain, and therefore have not been required to take any measures to remediate any harmful impacts resulting from modern slavery. Should the Company become aware of any instances of modern slavery, such cases will be investigated and appropriate remedial action will take place.

The Company fosters a work environment in which ethical issues and concerns may be raised and discussed with supervisors or with others without the fear of retribution. Any known or suspected violations of laws, governmental regulations or the Code, must be reported to either the Chairman of the Audit Committee or the Chief Financial Officer. Any questions or violation reports will be addressed immediately and seriously and can be made anonymously. The addresses and telephone numbers of which violations are to be reported to, are published in the Company's Code which is found on the Company's website.

Future Plans

The Company is dedicated to developing and implementing policies and procedures that reflect the Company's commitment to human rights and ethical practices, and will continue to build on our initial efforts to create a safe and fair working environment for all. Some of these steps will include, but not be limited to, the following:

- Developing and implementing a Modern Slavery Policy across all operations.
- Establishing a regular review process to ensure policy remains effective and relevant.
- Developing and implementing training sessions for our employees, focusing on identifying signs of modern slavery and understanding our reporting and remediation processes.
- Developing a process with our suppliers that explicitly addresses modern slavery and requires adherence to our standards.
- Creating a clear and accessible reporting mechanism for employees and stakeholders to report suspected instances of modern slavery, and developing a structured remediation plan to address any identified cases.
- Advocating for stronger regulations and enforcement to protect vulnerable workers in the mining industry.

Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Titan Mining Corporation for the fiscal year ended December 31, 2024.

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 entity listed above. 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.

/s/ Donald Taylor

Full Name: Donald Taylor

Title: Chief Executive Officer

Date: May 30, 2025