

# Disconnecting from Work Policy

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## INTRODUCTION

Franco-Nevada Corporation (collectively with its subsidiaries, “Franco-Nevada”) is committed to fostering a safe and healthy work environment for all employees. Recent technological advancements along with an increase in remote work arrangements have led to the risk of “hyper-connectivity”. Accordingly, this Disconnecting from Work Policy (the “Policy”) sets out Franco-Nevada’s expectations around work-related communications for all of its employees.

## DISCONNECTING FROM WORK

“Disconnecting from work” means not engaging in work-related communications, including emails, telephone calls, video calls or the sending or reviewing of other messages, so as to be free from the performance of work.

## WORKING HOURS AND EXPECTATIONS REGARDING WORK-RELATED COMMUNICATIONS

This Policy does not amend an employee’s hours of work or vacation time. Employees’ hours of work and vacation days are defined pursuant to their employment contracts, and/or by agreement with the employees’ managers in accordance with applicable employment standards legislation.

In general, Franco-Nevada does not expect employees to read or respond to work-related communications outside of their normal working hours, unless:

- operational or business needs require such communications and, to the extent practicable, the employee has been given notice in advance;
- such communications are required due to the nature of the employee’s duties;
- the employee’s role is managerial or supervisory in nature;
- the employee has been authorized to work flexible hours;
- there is an emergency; or
- where such communication is required pursuant to another Franco-Nevada policy.

## ADMINISTRATION OF THE POLICY

### OVERSIGHT AND CHANGES

The Compensation and Sustainability Committee of the Board of Directors of Franco-Nevada shall oversee and will review this Policy annually to ensure that it is effective in achieving its objectives and may recommend changes to such objectives or this Policy, or may recommend additional objectives, as appropriate.

## RESPONSIBLE OFFICERS

The Chief Legal Officer has been designated as the individual responsible to oversee this Policy. The Chief Legal Officer shall be responsible for:

- establishing and maintaining the practices and procedures necessary to implement this Policy and monitor compliance with its provisions; and
- disseminating this Policy to all Franco-Nevada personnel.

## DATE

Updated on November 4, 2025. This Policy supersedes any written or oral representations that are in any way inconsistent with it.