

## SUSTAINABILITY COMMITTEE CHARTER

### Purpose: Responsibilities and Authority

The sustainability committee (the “Sustainability Committee”) shall assist the Board in carrying out its responsibilities relating to health and safety, environmental, and corporate social responsibility (“CSR”) policies (collectively the “Sustainability Policies”) of the Company. In furtherance of this purpose, the Sustainability Committee shall have the following responsibilities and authority:

- (a) Oversee, monitor, and advise the Board with respect to the Company’s overall sustainability strategy (including, but not limited to, health, safety, the environment, and relations with local communities), with a view to supporting the Company’s strategic plans and objectives and the long-term viability of the Company.
- (b) Oversee and monitor the Company’s health, safety, and environmental activities as well as activities with respect to relations with local communities to seek assurance that the Company follows applicable laws and appropriate actions have been taken in regards any issues or incidents.
- (c) Ensure compliance with applicable legal and regulatory requirements associated with health, safety, and environmental matters.
- (d) Ensure the adoption of best practices in mining operations, promotion of a healthy and safe work environment, and environmentally sound resource development.
- (e) Review and monitor the sustainability policies of the Company.
- (f) Ensure that the Company’s directors are kept abreast of their duties and responsibilities and evolving trends and best practices related to sustainability, health, safety, the environment and relations with communities and Indigenous peoples.
- (g) Review the assumptions and methodology underpinning the Company’s mineral reserve and mineral resource estimates and to recommend to the Board for approval the annual statement of mineral reserves and mineral resources.
- (h) Review and recommend to the Board any significant donations, investments, partnerships, or arrangements in connection with the Company’s sustainability strategy.
- (i) Oversee, review and report to the Board on the overall adequacy and effectiveness of the Company’s risk management processes to identify, assess and manage, health, safety, and environmental risks as well as risks with respect to relations with communities and Indigenous peoples; and
- (j) Oversee, review, and recommend to the Board any required reporting and disclosure with respect to health, safety and environmental matters and relations with communities and Indigenous peoples.
- (k) Assess the safety, health and environment management procedures and recommend improvements, if any.
- (l) Report all health, safety, and environment incidents to the Board, minor matters to be cumulated and reported periodically and significant matters promptly reported.

- (m) Review the scope of potential health, safety, and environment liabilities and the adequacy of the management systems to implement and monitor these liabilities.
- (n) Make periodic visits to corporate locations in order to become familiar with the nature of the operations, and to review relevant objectives, procedures and performance with respect to health and safety, environment and sustainability.
- (o) Evaluate the effectiveness of the Sustainability Policies and Sustainability Committee.

## Structure and Membership

### (p) Number and Minimum Qualifications

The Sustainability Committee shall consist of at least three persons unless the Board should from time to time otherwise determine.

All members of the Sustainability Committee should be generally familiar with health and safety, environment and sustainability practices within the mining industry, including standard procedures and applicable legislation at the time of their appointment, or shall become so within a reasonable period of time following such appointment.

### (q) Independence Requirements

At least one member of the Sustainability Committee shall be “independent” as defined by National Instrument 58-101 and the rules of the Toronto Stock Exchange.