

Safety, Environment & Social Performance Committee Charter

February 2026

1. OVERALL PURPOSE

- 1.1. The Safety, Environment & Social Performance Committee (the “**Committee**” or “**SESPC**”) is responsible for assisting the Board of Directors (the “**Board**”) with respect to the Company’s safety, environmental, health and social performance including human rights, and community relations.

2. ORGANISATION

2.1. Membership & Qualifications

- 2.1.1. The Committee shall consist of no fewer than three members of the Board, all of whom shall be independent directors.
- 2.1.2. Committee members should collectively possess a broad range of skills and experience that support the committee's endeavours.
- 2.1.3. The Board shall appoint the Chair of the Committee (the “**Committee Chair**”), and in his or her absence, one of the members nominated by the Committee from time to time. Members shall be appointed annually and serve until their successors are appointed by the Board.
- 2.1.4. Committee members are expected to maintain and stay informed about emerging and regulatory developments, and any other relevant topics as pertain to their responsibilities as members of the Committee. In addition, and as appropriate, the Company may provide additional opportunities for ongoing education.

2.2. Meetings

- 2.2.1. The Committee shall meet at least four times per calendar year and additionally as required. The Committee Chair or any two members of the Committee may call a meeting.
- 2.2.2. No business may be transacted by the Committee at a meeting unless a quorum is present. A majority of the Committee members shall constitute a quorum. Decisions shall be made by simple majority vote. The Committee Chair shall not have a deciding vote.
- 2.2.3. The Committee secretary shall be appointed by the Committee Chair and shall keep minutes of the meetings.
- 2.2.4. The Committee Chair shall report on its activities and make recommendations to the Board at the next Board meeting or sooner if necessary.

- 2.2.5. The Committee shall have access to management and may invite members of management, other advisors and/or other persons to attend meetings as it deems appropriate.
- 2.2.6. The Committee will meet in camera without management present at least once per year following a scheduled meeting.
- 2.2.7. Where feasible, at least one meeting per year shall include a site visit to an operating site or major project.

2.3. Role of Committee Chair

- 2.3.1. The Committee Chair shall preside over meetings of the Committee and oversee the coordination of the meeting agendas. In conjunction with the CEO, Corporate Secretary and management provide for the discharge of the Committee's responsibilities under this Charter.

3. AUTHORITY

- 3.1. The Board authorises the Committee, within the scope of its responsibilities, to:
 - 3.1.1. seek any information it requires (including access to records) from any officer or employee of the Company and from external parties and request their attendance at meetings.
 - 3.1.2. conduct or authorise investigations into any matter within its scope of responsibility. have direct access to the Corporate Secretary.
 - 3.1.3. have sole authority to retain and terminate, at the Company's expense and following appropriate consultation with the Board Chair, independent external legal or professional counsel, technical, and other advisors, including independent experts or consultants, particularly in areas where technical expertise is required (such as tailings management) and to approve such advisors' fees (which shall be paid by the Company) and terms of engagement.

4. ROLES AND RESPONSIBILITIES

4.1. SESPC Oversight

- 4.1.1. Review, monitor and assess the Company's record in providing safe, healthy, and environmentally responsible working conditions and practices across its business and to promote a culture of leadership and individual responsibility, consistent with the Company's THINK! Safety Initiatives.
- 4.1.2. Monitor that the Company commissions independent environmental, health and safety audits at each of its operations as appropriate.
- 4.1.3. Review management reports, investigations and implementation of any corrective actions and information sharing in respect of accidents, significant incidents, and near misses.

- 4.1.4. Review significant safety, environmental or social matters that may have, or could have, a material financial impact (including contingent liabilities, remediation costs, closure funding or disclosure requirements) and coordinate with the Audit Committee as appropriate.

4.2. Risk Management

- 4.2.1. Monitor the effectiveness of the Company's risk management policies and processes, with respect to all material areas of Safety, Environmental & Social Performance throughout the mining lifecycle of our assets including but not limited to, safety, environmental pollution; engagement with communities; tailings facility management; emergency response plans; human rights; mine closure plans and other related matters.
- 4.2.2. Monitor physical and market-related risks to the business associated with climate change.
- 4.2.3. Monitor the integration of safety, environmental, social performance and climate-related considerations into the Company's overall business strategy, enterprise risk management and capital allocation decisions.

4.3. Social Performance Oversight

- 4.3.1. Oversee and monitor alignment with the Company's Social Performance strategy, framework and policies, including systems for stakeholder engagement, grievance management, impact assessment, local content and monitoring of social performance and human rights commitments.
- 4.3.2. Monitor the Company's investment in social performance programs together with participation from the community including those intended to: improve the quality of life; health, support education and business enterprise development; and build capacities for the mining industry in the jurisdictions where we hold assets and that align with the Company's business objectives.

4.4. Climate Oversight

- 4.4.1. Oversee the identification, assessment and management of the Company's climate-related risks and opportunities, including alignment with frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD).
- 4.4.2. Monitor the Company's decarbonization strategy, including short-, medium- and long-term emissions reduction targets and progress against those targets.

4.5. Compliance and Policies

- 4.5.1. Maintain oversight of the Company's compliance with applicable Safety, Environmental and Social Performance laws, regulations and standards in countries where the Company operates or has operational control, and to foster responsible standards.
- 4.5.2. Monitor and keep under review the Company's key safety, environmental and social performance policies and make recommendations to the Board for approval any

changes and updates to such policies, including those relating to human rights and host-community engagement.

- 4.5.3. Consider Company participation in national and international disclosure, transparency and governance initiatives with respect to Safety, Environment and Social Performance matters and monitor compliance with those the Company has adopted and make recommendations to the Board where appropriate.

4.6. Disclosure, Reporting and Assurance

- 4.6.1. Review and monitor the Company's external reporting in respect of safety, environmental and social performance.
- 4.6.2. Receive reports on the alignment with third-party assurance, independent audits or certifications (e.g., ISO standards, external tailings reviews and disclosure assurance).
- 4.6.3. Monitor the Company's performance against Safety, Environmental and Social Performance objectives.

4.7. Governance

- 4.7.1. The Committee shall conduct an annual self-assessment of its performance and effectiveness, including a review of its compliance with this Charter, the results of which shall be reported to the Board.
- 4.7.2. The Committee shall review this Charter at least annually and recommend any proposed changes to the Board for approval.

Amended February 2026.