

## **Sustainability, Safety & Environment (“SSE”) Committee Charter**

Amended by the Board of Directors on March [•], 2025

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### **1. Purpose**

The purpose of the SSE Committee is to oversee the development and implementation of policies and management systems of the Corporation relating to environmental, social governance, social responsibility and health and safety issues in order to ensure compliance with applicable laws and best management practices as outlined in the Corporation’s Code of Business Conduct, Sustainability and Ethics and other policies.

### **2. Composition and Qualification**

- (a) Where possible, the SSE Committee shall consist of a minimum of three directors.
- (b) Members should be independent as required by applicable Canadian and United States corporate and securities laws and stock exchange rules and policies.

### **3. Member Appointment and Removal**

- (a) The SSE Committee members are appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee after consultation with the Chairman and the Lead Independent Director (if any) and with consideration of the desires of individual Board members on an annual basis following the election of the Directors at the Corporation’s Annual General Meeting of shareholders.
- (b) Consideration during self-assessment will be given to rotating the SSE Committee members
- (c) The SSE Committee Chairman is selected by the Board on the recommendation of the Nominating and Corporate Governance Committee.
- (d) The Board may at any time remove a member from the SSE Committee.

### **4. Meetings**

The SSE Committee will meet at least twice annually, or more frequently as circumstances may warrant. The SSE Committee may meet with, and receive reports from, management.

A quorum for the transaction of business at all meetings of the SSE Committee shall be a majority of members.

## 5. Responsibilities for the Committee

To carry out its oversight responsibilities, the Committee with the support of management shall:

- (a) work with the Chairman of the Board and the Lead Independent Director (if any), and manage the SSE Committee, in a manner that ensures these relationships are effective and efficient and furthers the best interest of the Corporation;
- (b) act as the principal sounding board and counsel for the Chairman and the Lead Independent Director (if any) with respect to SSE issues;
- (c) provide strong leadership of the SSE Committee in reviewing and monitoring the aims, strategy, policy and directions of the SSE Committee in order to achieve its objectives;
- (d) communicate with the Board to keep it current on all major developments involving Sustainability;
- (e) set the frequency of the SSE Committee meetings and review such frequency as appropriate;
- (f) work closely with the Chairman and the Lead Independent Director (if any) to coordinate matters to be brought forth to Board Meetings from the SSE Committee;
- (g) the Chairman of the Committee shall chair and manage meetings of the SSE Committee; and
- (h) coordinate and review an annual Sustainability Report, which includes a risk assessment.

## 6. Mandate and Further Responsibilities

The SSE Committee shall with the support of management:

- (a) communicate to the Corporation and its subsidiaries the importance of developing (i) a culture of environmental responsibility; and (ii) an awareness of the importance of sustainability and safety;
- (b) confirm adequate resources are available and systems are in place for management to implement appropriate safety programs and request and obtain from the senior officer responsible for safety issues, periodic reports on such programs;
- (c) establish policies, and provide oversight on the development and implementation of management systems relating to SSE matters;
- (d) confirm management has implemented a Safety Policy and Framework, which includes defined standards and objectives, monitor its effectiveness and from time to time, discuss with management any necessary improvements to such policy and its framework of implementation;
- (e) confirm that management has implemented an SSE performance measurement system that can be used to provide a continual measure of the SSE performance, documented in an annual sustainability report and ensures continuous improvement of the Corporation;

- (f) confirm that management has implemented procedures that account for reclamation and closure obligations in the Corporation's business plans according to IFRS and that periodic status reports are provided;
- (g) receive periodic reports from management which include any SSE issues of a material nature; and
- (h) annually evaluate the performance of the SSE Committee.

The SSE Committee shall have the authority to delegate any of its responsibilities to subcommittees or individual members as the SSE Committee deems appropriate.

## **7. Authority**

The SSE Committee shall have the authority:

- (a) to engage independent counsel and other advisors that it determines are necessary to permit it to carry out its duties;
- (b) to set and pay the compensation for any advisors employed by the SSE Committee; and
- (c) to set and pay the ordinary administrative expenses of the SSE Committee that are necessary or appropriate in carrying out its duties.

## **8. Reporting**

- (a) The SSE Committee has a duty to report to the Board all matters that it considers to be important for Board consideration.
- (b) All minutes of the SSE Committee should be attached to the Board minutes and forwarded to each member of the Board by the Secretary in a timely manner.