

Environment, Health, Safety & Corporate Social Responsibility Committee ("EHS&CSR Committee") Charter

May 2025

1. OVERALL PURPOSE/OBJECTIVES

The EHS&CSR Committee is responsible for assisting the Board with respect to the Company's environmental, health, safety, and corporate social responsibility policies, practices and the implementation thereof. In doing so, we seek to maintain an appropriate balance between the Company's good stewardship of human health and the natural environment, the need for economic growth, and the creation of shared prosperity in the communities and countries in which we operate. In meeting the Committee's responsibilities, the Committee will ensure it monitors the integration of EHS & CSR programs and risks with FQM's broader business objectives and that EHS&CSR issues are considered during business development and acquisition due diligence.

2. ORGANISATION

(a) Membership

- (i) A minimum of three Directors, all of whom are independent, with the majority forming a quorum and the Chair appointed by the Board.

(b) Attendance at Meetings

- (i) Meetings are held at least four times each year, as determined by the Committee Chair;
- (ii) The Chair or any two members of the Committee may call a meeting;
- (iii) The proceedings of all meetings will be minuted; and
- (iv) The secretary for meetings of the Committee will be appointed by the Chair.

3. ROLE OF CHAIR

The Chair of the Committee presides over meetings of the Committee, assists in the coordination of the agenda and materials for Committee meetings, coordinates the discharge of the Committee's responsibilities and provides reports of the Committee to the Board.

4. ROLES AND RESPONSIBILITIES

- (i) To monitor compliance by the Company with applicable environmental, health and safety laws and regulations in countries where the Company operates, and to foster responsible standards if local requirements are inadequate;
- (ii) To monitor and assess the Company's record in providing healthy, safe and environmentally responsible working conditions and practices in all aspects of its business, and to promote a culture of leadership and individual responsibility, consistent with our Think! initiatives, inclusive of reporting, investigating and implementing corrective action for accidents, incidents and near misses, and the sharing of lessons learned to promote continual improvement of overall EH&S performance;

- (iii) To review the suitability and monitor effectiveness of the Company's risk management policies and processes, with respect to all areas of EHS & CSR throughout the mining lifecycle in the countries where the Company operates, including maintenance of environmental and biodiversity standards; engagement with communities and Indigenous Peoples; tailings facility management and emergency response plans; human rights; and related matters;
- (iv) To monitor emerging potential physical and market related risks to the business associated with climate change;
- (v) To monitor that the Company commissions regular independent environmental, health and safety audits at each of its operations;
- (vi) To oversee the Company's Corporate Social Responsibility ("CSR") strategy and programs and to consider and monitor as appropriate, the implementation of best practices in key CSR areas;
- (vii) To monitor the Company's investment in CSR programs including those intended to: improve the quality of life; support education and enterprise development; and build capacities for the mining industry in the local communities where we operate;
- (viii) To consider Company participation in national and international disclosure, transparency and governance initiatives and to monitor compliance with those the Company has adopted and make recommendations to the Board where appropriate;
- (ix) To monitor the Company's compliance with its Company policies as they relate to EHS & CSR matters and review said policies against emerging best practices and regulation; and
- (x) To review and approve the Company's CSR, environmental and social disclosures and reports.

LAST UPDATED: May 2025