



EXECUTIVE COMMITTEE CHARTER

1. PURPOSE

The purpose of the Executive Committee is to:

- (a) centralize in one governing body the responsibilities regarding the management and leadership of the Company;
- (b) provide the strategic direction and risk assessment oversight of the operations of the Company;
- (c) provide sustained oversight of the Company's operational performance and challenges and exchange regarding optimisation and efficiency opportunities and mitigation factors;
- (d) provide an ultimate forum for the exchange of information, thoughts and insights to ensure the various sectors and business units of the Company operate in an efficient and synchronized manner; and
- (e) in general, assist the Board of Directors in deciding on, overseeing the management and operations of the Company and to provide guidance and recommendations on strategic matters.

2. RESPONSIBILITIES

The main responsibilities of the Executive Committee are:

- (a) To review and approve, exchange regarding and oversee the strategic direction of the company.
- (b) To review and approve, exchange regarding and oversee the operating plan and budget.
- (c) To oversee, exchange regarding and oversee the execution of the operating plan.
- (d) To review and approve, exchange regarding and oversee major capital expenditures and investments.
- (e) To oversee, exchange regarding and oversee risk management and internal controls.
- (f) To monitor, exchange regarding and oversee compliance with legal and regulatory requirements.

- (g) To oversee, exchange regarding and oversee the development and implementation of the company's policies and procedures.
- (h) To evaluate and provide feedback to the CEO and other members of the executive team.
- (i) To oversee, exchange regarding and oversee the company's investor relations activities.
- (j) To consider ESG risks, including but not limited to climate change, health and safety, and other relevant factors.
- (k) To perform other duties as assigned by the President and CEO or the Board of Directors.

3. AUTHORITY

The Executive Committee has the authority to make recommendations to the Board of Directors and to take actions as delegated by the Board of Directors.

4. MEMBERSHIP

The Executive Committee shall consist of the following members:

- (a) The CEO
- (b) The CFO
- (c) The VP Operations
- (d) The VP Legal and Corporate Affairs
- (e) The VP Investor Relations
- (f) Head Geologist

5. MEETINGS

The Executive Committee shall meet once per week and at the very least once a month and shall keep minutes of its meetings. Meetings may be held in person or virtually.