

**O3 Mining Inc.**

**SUSTAINABLE DEVELOPMENT COMMITTEE CHARTER**

**Effective as of November 8, 2022**

## O3 MINING INC.

### SUSTAINABLE DEVELOPMENT COMMITTEE CHARTER

#### 1. GENERAL

The Sustainable Development Committee (the "**Committee**") shall assist the Board of Directors (the "**Board**") of O3 Mining Inc. (the "**Corporation**") in its oversight role with respect to ESG (Environment, Social and Governance) matters included in the roles and responsibilities of the Committee outlined below.

#### 2. COMPOSITION AND MEETINGS

- (a) The Committee and its membership shall meet all applicable legal, regulatory and listing requirements, including, without limitation, those of the Ontario Securities Commission, the Ontario *Business Corporations Act* ("**OBCA**"), any stock exchange upon which the securities of the Corporation trade and all other applicable securities regulatory authorities.
- (b) The Committee members will be appointed annually at the first meeting of the Board following the annual meeting of shareholders.
- (c) The Committee shall be composed of no less than three directors as shall be designated by the Board from time to time. The members of the Committee shall appoint from among themselves a member who shall serve as chair of the Committee (the "**Chair**").
- (d) Each member of the Committee shall serve at the pleasure of the Board. The Committee shall report to the Board.
- (e) The Committee shall meet at least quarterly, at the discretion of the Chair or a majority of its members, as circumstances dictate or as may be required by applicable legal or listing requirements, and a majority of the members of the Committee shall constitute a quorum. For greater certainty, if at any time the Committee is comprised of two members, both members shall constitute a quorum.
- (f) If within one hour of the time appointed for a meeting of the Committee, a quorum is not present, the meeting shall stand adjourned to the same hour on the second business day following the date of such meeting and shall be at the same place. If at the adjourned meeting a quorum as hereinbefore specified is not present within one hour of the time appointed for such adjourned meeting, such meeting shall stand adjourned to the same hour on the second business day following the date of such meeting and shall be at the same place. If at the second adjourned meeting a quorum as hereinbefore specified is not present, the quorum for the adjourned meeting shall consist of the members then present (a "**Reduced Quorum**").

- (g) If, and whenever a vacancy shall exist, the remaining members of the Committee may exercise all of its powers and responsibilities so long as a quorum or, if applicable, a Reduced Quorum is present in respect of a specific Committee meeting.
- (h) The time and place at which meetings of the Committee shall be held, and procedures at such meetings, shall be determined from time to time by the Committee. A meeting of the Committee may be called by letter, telephone, facsimile, email or other communication equipment, by giving at least 48 hours' notice, provided that no notice of a meeting shall be necessary if all of the members are present either in person or by means of conference telephone or if those absent have waived notice or otherwise signified their consent to the holding of such meeting.
- (i) Any member of the Committee may participate in the meeting of the Committee by means of conference telephone or other communication equipment, and the member participating in a meeting pursuant to this paragraph shall be deemed, for purposes hereof, to be present in person at the meeting.
- (j) The Committee shall keep minutes of its meetings, which shall be available for review by the Board at any time. The Committee may, from time to time, appoint any person who need not be a member, to act as a secretary at any meeting.
- (k) The Committee may invite such officers, directors and employees of the Corporation and its subsidiaries as it may see fit, from time to time, to attend at meetings of the Committee.
- (l) Any matters to be determined by the Committee shall be decided by a majority of votes cast at a meeting of the Committee called for such purpose; actions of the Committee may be taken by an instrument or instruments in writing signed by all of the members of the Committee, and such actions shall be effective as though they had been decided by a majority of votes cast at a meeting of the Committee called for such purpose. The Committee shall report its determinations to the Board at the next scheduled meeting of the Board, or earlier as the Committee deems necessary. All decisions or recommendations of the Committee shall require the approval of the Board prior to implementation.
- (m) The Board may at any time amend or rescind any of the provisions hereof, or cancel them entirely, with or without substitution.

### **3. SPECIFIC DUTIES**

#### **3.1 Sustainability and Human Resources**

The Committee's responsibilities with respect to sustainability and human resources matters are as follows:

- (a) review and discuss with management the health, safety, environment, community and Indigenous relations, and human resources policies of the Corporation and, where appropriate, recommend revisions to those policies to the Board;

- (b) receive and review updates from management regarding the health, safety, environment, community and Indigenous relations, and human resources performance of the Corporation on behalf of the Board, to ensure that management is taking appropriate measures to comply with relevant laws and regulations concerning the Corporation's safety, health, environment, community and Indigenous relations, and human resources policies;
- (c) review and report to the Board on the results of any material health, safety, , environment or community and Indigenous relations, and human resources incident at, or involving, any of the Corporation's operations;
- (d) review and report to the Board on the results of any health, safety, environment, community and Indigenous relations, and human resources audits performed at any of the Corporation's operations;
- (e) review management's response to all health, safety, environment, community and Indigenous relations, and human resources audits and material incidents;
- (f) investigate, or cause to be investigated, material negative safety, health, environment or community and Indigenous relations, or human resources performance;
- (g) use the Committee's best efforts to make annual visits by at least one member of the Committee, to each of the Corporation's material projects, in order to review relevant safety, health, environment, community and Indigenous relations, and human resources objectives, procedures and performance;
- (h) periodically review and report to the Board on the sufficiency of the resources available for carrying out the Corporation's health, safety, environment, community and Indigenous relations, and human resources responsibilities and obligations;
- (i) periodically review and report to the Board on the safety, health, environment, community and Indigenous relations, and human resources risks associated with the Corporation's operations, and the procedures and plans designed to manage and mitigate those risks;
- (j) periodically review management's assessment of trends and the impact of proposed laws, regulations and voluntary codes or initiatives affecting health, safety, environment, community and Indigenous relations, and human resources matters;
- (k) periodically review management's plans and actions with respect to sustainable development within the area of the Corporation's operations;
- (l) review the annual ESG Report
- (m) overseeing the implementation of the Corporation's recruitment and retention objectives and corporate culture strategies

- (n) ensuring management develops, adopts and implements programs, procedures and activities where the Corporation conducts its business that are consistent with industry best practice and are based on the Corporation's desire to be an industry leader; and
- (o) satisfying itself that management of the Corporation monitors trends and reviews current and emerging issues in the ESG field and evaluates the impact on the Corporation.

In all cases, the Committee will, where appropriate, report to the Board and make recommendations to management of the Corporation and/or to the Board.

### **3.2 General Matters**

- (a) review the proposed disclosure in the Corporation's Annual Information Form that relates to all health, safety, environment, social responsibility and sustainability matters, and make recommendations to the Board for approval thereof;
- (b) evaluate the function and performance of the Committee on an annual basis; and
- (c) develop an annual work plan that ensure that the Committee carries out its responsibilities.

### **4. INDEPENDENT ADVISORS**

The Committee shall have the authority to retain such independent advisors as it may deem necessary or advisable for its purposes. The expenses related to such engagement shall be funded by the Corporation.