
SAFETY, SUSTAINABILITY AND TECHNICAL COMMITTEE CHARTER

1. Purpose

The Safety, Sustainability and Technical Committee (the “**Committee**”) of the Board is established by the Board of Directors (the “**Board**”) of Meridian Mining Plc (formerly, Meridian Mining UK Societas) (the “**Company**”) to assist the Board in fulfilling its oversight and due diligence responsibilities with respect to environmental, corporate responsibility, sustainability, technical and operation matters. The Committee shall review and oversee:

- (a) the Company’s overall approach to corporate responsibility and sustainability including the development and implementation of related strategies, policies and management systems;
- (b) the Company’s activities related to the permitting of its operations, development projects and exploration activities;
- (c) the Company’s overall process relating to procedures and practices with respect to managing the risks and opportunities associated with: health and safety, environmental, sustainability and technical matters, including water, waste, biodiversity, reclamation and closure, and air quality management; and climate change; engagement with communities and Indigenous Peoples; tailings facility management and emergency response planning; supply chain management; responsible production; legacy properties; human rights; and related matters (collectively “**Sustainability Matters**”);
- (d) the Company’s performance relating to Sustainability Matters, including significant incidents, significant contraventions of policies and procedures, and significant findings of health and safety, social, and environmental reviews, assessments, and audits to ensure that principal risks related to Sustainability Matters are identified, controlled and monitored, and that sufficient resources are allocated to address such risks and the management of such risks;
- (e) the monitoring of the Company’s compliance with applicable laws and regulations relating to Sustainability Matters and significant developments in relevant policies, regulations and trends with respect to Sustainability Matters in all of the jurisdictions in which the Company operates;
- (f) the Company’s material exploration, operating, development and technical activities;
- (g) the Company’s material activities related to new projects, project development and the closures of mine/exploration sites.

2. Responsibilities:

A. *Safety*

- (i) Oversee the Company’s corporate responsibility strategy, including corporate responsibility strategy, including a corporate responsibility policy framework and initiatives to promote health, safety and responsible environmental stewardship, while maintaining and developing positive relationships with communities in which the Company operates;
- (ii) Review key policies, management systems and programs relating to corporate

responsibility, including performance measurement systems to monitor health, safety, environmental and social performance, and compliance with related legal requirements and internal targets; and

- (iii) Review the adequacy of resources and systems for management to implement appropriate health, safety, environmental, community and permitting programs, pursuant to Company policies and applicable laws.

B. Sustainability

- (i) Review and discuss with management the Company's implementation of procedures for identifying, assessing, monitoring and managing sustainability risks and opportunities related to the Company's business;
- (ii) Review and discuss with management the Company's integration of sustainability policies, practices and goals into its business strategy and decision making, including management's strategy for reducing the Company's carbon footprint; and
- (iii) Oversee management's plans with respect to the identification and measurement of short- and long-term sustainability objectives for the Company, including any related controls or assurances on measurement, and review management's performance against such objectives.

C. Technical Matters

- (i) Review key strategic project exploration and development matters relating to the Company's mineral projects;
- (ii) Provide feedback and report to the Board with recommendations and/or endorsements for any actions on technical matters presented to the Committee by management;
- (iii) Review and recommend the Company's budget as it relates to planned exploration, development and operation of the Company's mineral properties to the Board for approval;
- (iv) Review, as applicable, the technical aspects of the Company's material exploration, development and mining projects;
- (v) Review and discuss with management any exploration, geological, mining, metallurgical or other technical work program or issues of significance concern; and
- (vi) Review management's performance in the areas of corporate responsibility and technical matters.

D. Risk Oversight

- (i) Review key policies, management systems, work plans, goals, policies and programs relating to the Committee's mandate, with particular focus on the assessment and mitigation of Sustainability Matters and technical risks;
- (ii) Review procedures for receipt by management of notification pertaining to actual, alleged or suspected violations of Sustainability Matters;
- (iii) Review the implementation of redressal procedures for non-compliance with Sustainability Matters and laws and regulations applicable to the Company's technical, exploration, development and operating activities and review reporting by management to the Board of the solution thereof on a timely basis;

- (iv) Review management's plans and recovery programs;
- (v) In consultation with the Audit Committee Chair, perform annual audits, monitor relevant regulatory changes, initiatives and trends that may affect the Company's exploration, development or operating activities, or the Company's mineral reserves or resources;
- (vi) On an annual basis, obtain "comfort" from senior management respecting adherence to Company policies and applicable laws;
- (vii) Receive annual updates on issues relating to security at the Company's exploration, development and operating sites;
- (viii) Liaise as necessary with the Audit Committee Chair with respect to risk management related oversight to ensure appropriate coverage of corporate responsibility and technical areas; avoid unnecessary overlap; and
- (ix) Review and oversee measures taken towards management and disclosure of such risks.

E. Communications and Reporting

- (i) Review practices and procedures for communicating to employees the Company's corporate responsibility strategy, including efforts to create a culture of awareness in the areas of safety, health and environmental stewardship and the importance of taking corporate responsibility and sustainability into account in decision-making within the organization;
- (ii) Oversee the approach to communicating with shareholders and other stakeholders about the Company's performance in corporate responsibility, sustainability and technical matters; and
- (iii) Review and recommend to the Board for approval the Company's environmental, social and governance (including sustainability) disclosure, including the Company's annual information form and management information circular, as applicable.

3. Member Qualifications

The Committee will be initially comprised of three (3) members and, to the extent practicable given the nature and the scope of operations of the Company, vary in size as the Board may find necessary. The members shall comprise of at least two independent directors and management, employees or consultants of the Company.

4. Member Appointment and Removal

The members of the Committee shall be appointed by the Board annually at the time of each annual meeting of shareholders and shall hold office until the next annual meeting, or until they are removed by the Board or until they cease to be directors and/or members of management of the Company.

5. Quorum

A quorum for the Committee shall be a majority of the members.

6. Structure and Operations

The Board shall appoint a Chair of the Committee, who, in consultation with the Committee members, shall determine the schedule and frequency of Committee meetings, provided that the Committee shall meet at least once per year. The Chair or the Committee may invite any person to attend meetings to assist in the discussion of the matters under consideration by the Committee. Decisions at



meetings of the Committee will be made by simple majority vote and the Chair shall not have a casting vote. The Committee may also take action evidenced by a written consent resolution signed by all members of the Committee, which resolution may be signed in counterparts.

7. Manner of Reporting to the Board

The Committee shall fix its own procedures, keep records of its proceedings and the Chair of the Committee shall report to the Board as specified by the Board or as and when the Committee may deem appropriate (but not later than the next meeting of the Board). The Board shall be promptly advised of any decisions taken by the Committee, and minutes of any Committee meeting will be provided to the Board, if so requested

8. Engagement of Outside Advisors

The Chair or the Committee, when it considers necessary or advisable, may retain, at the Company's expense, outside consultants or advisors to assist or advise the Committee independently on any matter within its mandate. The Committee shall have the sole authority to retain and terminate any such consultant or advisor, including sole authority to approve the fees and other terms of the engagement.

9. Review of the Charter

The Committee shall annually assess the adequacy of this Charter and recommend any changes to the Board for approval, taking into account any applicable legislative and regulatory requirements and best practice guidelines.

10. Annual Review and Assessment

The Committee's performance, including its compliance with this Charter, shall be evaluated annually in accordance with a process approved by the Board and the results of that evaluation shall be reported to the Committee and to the Board.

Adopted March 13, 2024