

Sustainability Committee Mandate

The role of the Sustainability Committee is to regularly assess, monitor and make recommendations on behalf of the EAU Board. The Committee's focus will be on human rights, climate change & environmental management, occupational health & safety, community affairs, stakeholder engagement and supply chain matters. The Committee will ensure the Company is in compliance with its Sustainability Policies and will ensure commitment to the adoption of best practices in mining activities and responsible international business.

The Sustainability Committee shall consist of three board directors with at least one of them having a professional background in one or more of the following areas: human rights, climate change & environmental management, occupational health & safety, community affairs, stakeholder engagement, and supply chain matters. The Committee will recommend to the Remuneration Nomination Committee periodically on the qualifications and criteria for membership on the Sustainability Committee. Members of the Committee shall be appointed for one-year terms and shall meet at least four times annually. The Committee shall keep minutes of its meetings and any other records and will act on the basis of consensus, but an affirmative vote of the majority of members will be sufficient for the adoption of any resolution. The Committee shall report quarterly to the Board of Directors and annually review and reassess the adequacy of the mandate and recommend any proposed changes to the Board of Directors for approval. The Committee shall have the authority to authorize or conduct investigations into any matters within its responsibilities as it deems necessary, including the authority to request any employee or other person to meet with the Committee.

The Sustainability Committee will set short and long-term policies and standards to ensure that the principles set out in the policies are being adhered to and achieved. The Committee will also review and make recommendations to update policies from time to time to reflect evolving best practices. The Committee will also report all sustainability incidents to the Board of Directors, minor matters to be

cumulated and reported periodically and significant matters promptly reported. The Committee will review potential sustainability liabilities and the adequacy of risk management systems to safeguard and or minimize the Company from such risks. The Committee will also consider and advise the Board of Directors about the Company's public disclosures of sustainability matters.