

1. ROLE AND OBJECTIVES

The Sustainability Board Committee (the "Committee") of BacTech Environmental (the "Company") aims to uphold the standards of sustainable development by integrating them into the company's internal policies and operations. These standards include:

- **Labour:** Upholding fair labor practices and maintaining safe and healthy work conditions.
- **Health and Safety:** Ensuring the well-being of employees and local communities.
- **Operational Security:** Implementing practices that protect the company's resources, reputation, and viability.
- **Environmental Affairs:** Minimizing environmental impact and promoting biodiversity, especially through the use of bioleaching technologies.
- **Human Rights:** Upholding principles of dignity, fairness, and equality.
- **Climate Change:** Implementing strategies to mitigate the company's impact on climate change.
- **Water protection:** Safeguarding water resources and ensuring their efficient and sustainable use.
- **Heritage and Land Access:** Respecting cultural heritage and rights to land, particularly in local communities.
- **Community Engagement and Development:** Promoting sustainable socio-economic growth in local communities.

2. ORGANIZATION

The Committee will comprise at least three members appointed by the Board. The Board will designate a Chair from among the Committee members. The Board will fill any vacancy if the Committee membership falls below three.

3. FUNCTIONS

The Committee will:

- Review and enhance sustainability policies and procedures, considering regulatory requirements and the Company's objectives.
- Review key performance indicators across the Company, including lost time data, incident reports, energy use and intensity, audit outcomes, and others.
- Assess the impact of current and developing health, safety, and sustainability laws, regulations, etc on the Company.
- Review the annual sustainability report and/or audit plan, addressing any significant issues that arise.
- Assess performance against set objectives and targets.
- Evaluate the performance and suitability of the Sustainability Management System once developed for current and future company requirements.

- Make periodic visits to operations to observe sustainability procedures in practice.
- Review and recommend enhancements to the Company's Sustainability crisis management plan once developed.
- Promote management commitment to continuous improvement in Sustainability performance at all organizational levels.
- Oversee the involvement of executive management in the investigation and review of serious Sustainability incidents.
- Identify risks related to sustainability and recommend appropriate risk reduction programs.
- Review company project's sustainability performance, including budget allocation and expenditure.

4. MEETINGS

The Committee will meet at least quarterly, or more often as required. A majority of Committee members will constitute a quorum for decision-making purposes.

5. ACCESS TO INFORMATION WITHIN THE COMPANY

The Committee will have direct access to all relevant company information and personnel to fulfill its role and obligations.

6. ACCESS TO MANAGEMENT AND OUTSIDE ADVISORS

The Committee may engage independent advisors, including consulting firms and legal counsel, to support its work.

7. REPORTING REQUIREMENTS

The Committee will regularly report to the Board on its activities, decisions, and recommendations.

8. ANNUAL REVIEW AND ASSESSMENT

The Committee will conduct an annual review of its Charter and performance, recommending any changes to the Board for approval.

Document Control

Version	Approver	Approval date
No: 1.0	Board of Directors	May 31, 2023