

SUSTAINABILITY COMMITTEE CHARTER



1. ROLE

The Sustainability Committee (**Committee**) is a committee of the Board of BCI Minerals Limited (**BCI or Company**), with specific powers delegated as set out in this Charter.

The primary purpose of the Committee is to assist the Board in its oversight, monitoring and review of the Company's Environment, Social and Governance (ESG) sustainability practices.

2. COMPOSITION

The Committee will be appointed by the Board and will aim to adhere to the following composition requirements where practical:

- a. the Committee comprises a minimum of 3 members, and a maximum of 4 members, of which at least 2 must be non-executive Directors of BCI;
- b. the Committee shall be chaired by an independent non-executive Director;
- c. the Committee can engage external experts as temporary members of the Committee to provide subject matter expertise.

3. PRIMARY RESPONSIBILITIES

The duties of the Committee include reviewing and making recommendations to the Board on the Company's policies and performance in relation to sustainability and ESG matters, including:

- Environmental sustainability
- Climate change
- Health and safety
- Human rights
- Indigenous engagement and heritage management
- Community relations
- Corporate Governance

In addition, the Committee will assist the Board in fulfilling its corporate governance responsibilities with respect to:

- a. The Company's Sustainability Strategy and its progress against stated sustainability commitments;
- b. The Company's external Sustainability Reporting;
- c. Sustainability risks and opportunities identified and managed through the Company's risk management system, and the evaluation of those risks;
- d. Periodically reviewing the appropriateness of the Company's policies and management systems relating to sustainability matters listed above, having regard to changing circumstances;
- e. The Company's climate change strategy and associated risks and opportunities and progress against any targets;
- f. Ethical business practices including but not limited to human rights and modern slavery;
- g. Oversight of gendered violence and sexual harassment data; and
- h. Oversight of work health and safety due diligence.

4. MEETINGS

- a. The Committee will meet as required but at least three times a year.
- b. A quorum shall consist of two members of the Committee. In the absence of the Chair of the Committee or appointed delegate, the members shall elect one of their members as Chair of that meeting.
- c. Committee meetings will be governed by the same rules as set out in the Company's constitution, as they apply to meetings of the Board.
- d. All other BCI Directors are welcome to attend meetings of the Committee.
- e. Executives of the Company with relevant responsibilities, skills, experience or qualifications in sustainability related matters are to be standard invitees to Committee meetings.
- f. The Committee may allow additional attendees, other than the Committee members, to attend the Committee meetings, including:
 - other members of the BCI executive team; and
 - internal or external subject matter experts.

5. SECRETARY

- a. The Company Secretary or an alternate nominee shall be the secretary of the Committee (Secretary) and shall attend meetings of the Committee as required.
- b. The Secretary will be responsible for keeping the minutes of meetings of the Committee and circulating them to Committee members, and members of the Executive and other Committee meeting attendees as appropriate.
- c. The Secretary shall distribute supporting papers for each meeting of the Committee as far in advance as possible.
- d. Minutes of Committee meetings will be included in the papers for the next Board meeting after each Committee meeting.

6. ACCESS TO ADVICE

- a. Members of the Committee shall have unrestricted access to personnel, senior management, records and external advisors of the Company to enable them to discharge their duties as Committee members as appropriate.
- b. Members of the Committee may consult independent legal counsel or other advisers they consider necessary to assist them in carrying out their duties and responsibilities, subject to prior consultation with the Chair of the Committee. Any costs incurred as a result of the Committee or a member of the Committee consulting an independent expert will be borne by the Company.

7. REPORTING TO THE BOARD

- a. The Committee has no authority other than the functions delegated to it and is to report its findings and recommendations directly to the Board.
- b. The Committee must report to the Board formally at the next Board meeting following each Committee meeting.

8. REVIEW OF CHARTER

- a. The Board will conduct an annual review of the Committee's operations to ensure that the Committee has carried out its functions in an effective manner and with due and proper skill.
- b. The Board will update this charter as required or as a result of any applicable new laws or regulations.

DOCUMENT CONTROL

| Revision | Date | Description | Author | Approver |
|-------------------------|------------|------------------------|---------------|-----------------------|
| 0 | 27/05/2021 | Issued for Use | A Vorster | Board |
| 1 | 27/09/2023 | Issued for Use | M Stanborough | Board |
| 2 | 23/07/2024 | Issued for Use | M Stanborough | Board |
| 3 | 17/11/2025 | Issued for Use | R Mancini | Board |
| DOCUMENT NUMBER: | | BCI-LEG-CHR-005 | | Total Pages: 3 |

*Electronic documents, once printed, are non-controlled and may become outdated.
Refer to Electronic Document Management System for the current version.*