Sustainability, Safety and Operations Committee Charter

1. Purpose

The Sustainability, Safety, and Operations Committee (**SSOCo** or **Committee**) is established by the Board of Directors of Jupiter Mines Limited (**JMS**) to provide oversight, guidance, and accountability in three critical areas:

- **Sustainability:** Overseeing environmental, social, and governance (**ESG**) strategies, performance, and disclosures to ensure long-term value creation and alignment with stakeholder expectations;
- **Safety:** Monitoring and promoting workplace health, safety, and risk management programs to safeguard employees, contractors, and communities; and
- **Operations:** Reviewing operational performance, resiliency, and continuous improvement initiatives that support JMS' strategic objectives.

2. Membership

The Committee is to consist of:

- at least three Members;
- a majority of independent Non-Executive Directors;
- solely Non-Executive Directors;
- at least one Member shall have experience in sustainability, safety, or operational oversight.

All Committee Members should have a reasonable understanding of JMS' business and the industry in which it participates.

In the case of Member resignation at short notice, the Committee will permit temporary Members from the Board joining the Committee to ensure the minimum number is met.

All Directors of JMS are welcome to attend Committee Meetings.

The Chair of the Committee is to be an independent Non-Executive Director, who is not Chair of the Board. Committee Members and the Chair of the Committee are appointed by the JMS Board in accordance with section 11.14 of the JMS Constitution.

3. Meetings

The Committee will meet at least four times annually or as frequently as is required to undertake its role effectively. Committee Meetings may however be requested by any Member.

A quorum for a Committee Meeting is when at least two Members are present.

The Company Secretary of JMS will be the secretary to the Committee and will be responsible for maintaining minutes of the Committee Meetings. Relevant JMS employees may be invited to attend Committee Meetings.

The Chair of the Committee shall report to the Board at the next Board Meeting following the Committee meeting.

4. Duties and Responsibilities

The Committee's key responsibilities and functions are to assist the Board in discharging its responsibilities in the following areas:

Sustainability

- Review and recommend sustainability and ESG policies, strategies, and performance metrics;
- Oversee preparation of ESG disclosures and reports for accuracy, transparency, and compliance with regulatory or voluntary frameworks;
- Monitor progress toward sustainability goals, including carbon reduction, resource efficiency, and social responsibility; and
- Assess reputational, environmental, and stakeholder risks related to sustainability.

Safety

- Review workplace health and safety policies, programs, and performance data;
- Monitor compliance with applicable safety regulations and standards;
- Review significant safety incidents, investigations, and corrective actions; and
- Encourage a culture of safety and continuous improvement in risk management.

Operations

- Monitor operational performance, efficiency, and resiliency in line with strategic objectives;
- Review reports on operational risks, mitigation strategies, and business continuity planning;
- Assess management's approach to operational excellence and innovation; and
- Recommend best practices to enhance effectiveness and reduce risk exposure.

5. Access to Information and Advice

The Committee has the authority to seek any information it requires from any JMS employee and all employees must comply with such requests.

In carrying out its functions, the Committee may take independent professional advice or assistance, at the reasonable expense of JMS. Unless a conflict exists or to do so would be inconsistent with the Committee's duties, the Committee is to request such information, professional advice or assistance permitted under this clause 6 via the Chair.

6. Committee Performance

To determine whether it is functioning effectively, the Committee shall review this Charter annually and undertake an evaluation of its performance at intervals considered appropriate by the Chair.

Authorised by the Board of Jupiter Mines Limited

26 November 2025