SUSTAINABILITY COMMITTEE MANDATE

1. PURPOSE

1.1 The Board of Directors (the "**Board**" or "**Directors**" and each a "**Director**") of Fireweed Metals Corp. (the "**Company**" or "**Fireweed**") has established a Sustainability Committee (the "**Committee**") to assist the Board in fulfilling its oversight of the Company's approach and policies on sustainability matters including engagement with rights holders and stakeholders, environmental compliance and management, regulatory assessment, permitting and licensing matters, community involvement, promoting a respectful and inclusive work environment, climate change, water security, heritage and land access, and sustainability performance. In fulfilling its duties, the Committee shall be guided by the Company's environmental, social, and corporate governance approach that integrates the interests of Indigenous peoples ("**ESGI**") with the objective of enhancing project and investment certainty.

2. COMPOSITION AND MEMBERSHIP

2.1 The Board, at its organizational meeting held in conjunction with each annual general meeting of shareholders, will appoint from the Company's directors the members of the Committee ("**Members**" and each a "**Member**") and a committee chair (the "**Committee Chair**") for the ensuing year. The Board may remove or replace a Member at any time and may fill any vacancy occurring on the Committee.

2.2 The Committee shall consist of at least three Members, where a majority of Members and at least one Member should qualify as "independent" as defined by applicable securities laws and regulations. All Members should have skills and experience relevant to the mandate of the Committee.

3. MEETINGS

3.1 The Committee will meet quarterly, or more frequently as required, at such times and places as determined by the Committee Chair.

3.2 Notice of meetings will be given at least 48 hours in advance of each meeting orally, by telephone, or email, unless all Members are present and waive notice, or if those absent waive notice before or after a meeting.

3.3 Members may attend meetings in person or by telephone or other telecommunication device that permits all persons participating to communicate with each other.

3.4 The Corporate Secretary of the Company will be secretary of all meetings (the "**Secretary**") and will maintain minutes of all meetings and deliberations of the Committee. In the absence

of the Secretary at any meeting, the Committee will appoint another person who may, but need not, be a Member, to act as secretary.

3.5 A quorum shall be a majority of Members.

3.6 The Committee may invite other directors on the Board, management, and/or any third-party consultant to attend Committee meetings as appropriate to provide additional information or opinions. Expenses related to engaging external resources will be paid by the Company in accordance with Section 5.1 below.

3.7 All regular meetings shall include an in-camera session of independent Members without management present.

4. DUTIES AND RESPONSIBILITIES

4.1 The Committee's duties and responsibilities for the sustainability aspects of the Company are as follows:

- On an ongoing basis, review the Company's policies relating to sustainability matters for approval by the Board.
- Review and assess internal quarterly and external sustainability reports including policy implementation, compliance, and effectiveness of documentation.
- Monitor through regular review of management reports the effectiveness of the Company's sustainability performance against Company objectives and regulatory requirements.
- Review, in conjunction with other Committees (as applicable), and review and make recommendations to the Board regarding key sustainability risks and the effectiveness of the Company's management systems and controls to mitigate these risks and monitor the allocation of resources towards sustainability related work.
- Review and make recommendations to the Board on compliance with legal and regulatory requirements and any commitments the Company has made related to sustainability with a focus on continuous improvement.
- Oversee Company efforts to monitor trends and review current and emerging legislation and regulation, Indigenous Peoples, stakeholder and societal expectations, and industry good practices on sustainability, and evaluate potential impacts on the Company and all stakeholders with a view to ensuring that the Company's sustainability policies meet or exceed regulatory or governance requirements.
- Annually review in conjunction with other Committees (as applicable), the Company's third-party liability insurance for adequacy of coverage.

5. ACCESS TO INFORMATION AND AUTHORITY

5.1 The Committee will be granted unrestricted access to all information regarding the Company and all directors, officers, employees, consultants, and contractors will be directed to cooperate as requested by Members. The Committee has the authority to retain, at the Company's expense, independent technical, legal, financial, and other advisors, consultants, and experts, to assist the Committee in fulfilling its duties and responsibilities.

6. REVIEW OF MANDATE

6.1 The Committee will annually review and assess the adequacy of this mandate and recommend any proposed changes to the Board for consideration.

7. ACCOUNTABILITY AND TRANSPARENCY

7.1 The Committee Chair has responsibility to report to the Board with respect to the significant activities of the Committee and any recommendations of the Committee, and to ensuring that the minutes of Committee accurately report its activities.

8. RESPONSIBILITIES OF THE COMMITTEE CHAIR

8.1 The Committee Chair is responsible for the management and effective performance of the Committee. To that end, the Committee Chair's responsibilities include:

- Providing leadership to the Committee and overseeing the functioning of the Committee;
- Presiding over both in-person and virtual meetings of the Committee, unless not present;
- Establishing the frequency of the Meetings in consultation with the chair of the Board, Secretary, and senior management, and reviewing and providing input on meeting agendas;
- Facilitating the flow of information to and from the Committee including coordinating with management matters to be considered by the Committee and provide input so such are properly presented and given the appropriate opportunity for discussion;
- Acting as liaison with the chair of the Board and CEO/management as applicable and communicating with all members of the Committee to coordinate their input;
- Fostering an environment in which Members may ask questions and express their viewpoints and that encourages accountability of Members;
- Leading the Committee in annually reviewing and assessing the adequacy of its mandate and evaluating its effectiveness in fulfilling its mandate;

- Working collaboratively with chairs of other committees of the Board in areas of overlap;
- Performing such other duties as may be delegated to the Committee Chair by the Committee or the Board from time to time; and
- Taking such other steps as are reasonably required for the Committee to carry out its mandate.

Original approval date: August 25, 2026

Revision approval date: November 12, 2026

Approved by: Board of Directors

ANNUAL SCHEDULE – SUSTAINABILITY COMMITTEE

Agenda Item	Q1	Q2	Q3	Q4
Sustainability Committee quarterly meeting	X	X	X	X
Annual review of Sustainability Committee Mandate				X
Review risk management procedures and monitor key risks relating to matters within the Committee's mandate and the effectiveness of the Company's management systems and controls related to such risks	X	X	X	X
Review quarterly/annual Sustainability Report	X	X	X	X
Confirm quarterly that property and environmental bonds are current and in order	X	X	X	X
Annual review of all Sustainability policies			X	
Report on Committee activities to the Board, and to shareholders in the Company's annual report	X	X	X	X
Review the Committee's performance and composition	X			