SUSTAINABILITY POLICY

Introduction

Fireweed Metals Corp. ("**Fireweed**") embeds sustainability into all business activities through environmental and social responsibility, and effective governance. Fireweed is committed to safeguarding the health and safety of people, integrating Indigenous and local community interests in project planning, and reducing the impact of our activities on the environment and other land users. Our sustainability approach is reflected in our policies, practices, and culture. This Sustainability Policy ("**Policy**") sets out the objectives and responsibilities to support the implementation of our vision to sustainably explore and develop critical metals projects. This Policy applies to all persons conducting business for or on Fireweed's behalf ("**Personnel**").

Objectives

- Develop honest and open relationships built on mutual trust, respect, and collaboration with Indigenous peoples, governments, stakeholders, and shareholders.
- Provide and promote a safe and healthy work environment for all Personnel and maintain a high degree of emergency preparedness.
- Implement management systems and programs that support continual improvement in health, safety and environmental performance.
- Plan and manage activities in a careful and precautionary manner to reduce risks and promote environmental stewardship.
- Comply with legal requirements where we operate by effective management including the implementation of robust management systems and corrective measures, and compliance monitoring.
- Advance economic reconciliation by respecting the rights, culture, traditions, and aspirations of Indigenous peoples.
- Create an equitable, diverse, and inclusive work environment in which all feel safe, valued, and supported.
- Develop a strong local workforce by attracting, training, and retaining members of nearby communities.

Responsibilities

We believe that everyone has a role to play in planning and executing exploration and development activities in a sustainable manner. Fireweed management is responsible for (i) implementing this Policy and associated management systems (ii) communicating to Personnel under their supervision the importance of understanding and adhering to the Policy, and (iii) providing regular updates to the Technical & Health, Safety, and Sustainability Committee of the Board ("**Committee**"). This Committee

will (i) periodically review this Policy, (ii) monitor compliance with this Policy, and (iii) evaluate Fireweed's progress in achieving the Policy's objectives. The Board is responsible for oversight of this Policy.

Reporting

Personnel should first raise concerns regarding the contents or applicability of this Policy with their supervisor if they are comfortable doing so. Confidential reports may be submitted using Fireweed's confidential reporting platform: https://whistleblowersoftware.com/secure/fireweedmetalsfieldconcerns

*Adopted by the Board of Directors on **August 22, 2023**.*

*Approved by the Board of Directors on **November 12, 2026**.*