

# OSISKO METALS INCORPORATED

## RESPONSIBLE BUSINESS COMMITTEE CHARTER

### 1. Mandate

The Responsible Business Committee (hereinafter referred to as the "**Committee**") shall assist the Board of Directors (the "**Board**") of Osisko Metals Incorporated (the "**Corporation**") in its oversight role with respect to certain health, safety, environment and sustainability matters included in the roles and responsibilities of the Committee outlined below.

### 2. Membership and Composition

The Committee and its membership shall meet all applicable legal, regulatory and listing requirements, including, without limitation, those of the Ontario Securities Commission, the Toronto Stock Exchange (or any stock exchange on which the securities of the Corporation trade), the applicable provincial statute, and all applicable securities regulatory authorities.

- (a) The Committee members will be appointed annually at the first meeting of the Board following the annual meeting of shareholders, and to hold office for the ensuing year until their successor is appointed, or until they resign, cease to be a director or are removed or replaced by the Board.
- (b) The Committee shall be composed of no less than three directors as shall be designated by the Board from time to time. Unless a Chair is elected by the Board, the members of the Committee shall designate from amongst themselves by majority vote of the full Committee a member who shall serve as Chair.
- (c) Each member of the Committee shall serve at the pleasure of the Board. The Committee shall report to the Board.

### 3. Meetings and Procedures

- (a) The Committee shall meet at least quarterly, at the discretion of the Chair or a majority of its members, as circumstances dictate or as may be required by applicable legal or listing requirements. At least 50% of the members of the Committee present, either in person or by telephone, shall constitute a quorum. For greater certainty, if at any time the Committee is comprised of two members, both members shall constitute a quorum.
- (b) If within one hour of the time appointed for a meeting of the Committee, a quorum is not present, the meeting shall stand adjourned to the same hour on the second business day following the date of such meeting at the same place. If at the adjourned meeting a quorum as hereinbefore specified is not present within one hour of the time appointed for such adjourned meeting, such meeting shall stand adjourned to the same hour on the second business day following the date of such meeting, at the same place. If at the second adjourned meeting a quorum as hereinbefore specified is not present, the quorum for the adjourned meeting shall consist of the members then present (a "**Reduced Quorum**").
- (c) If, and whenever a vacancy shall exist, the remaining members of the Committee may exercise all of its powers and responsibilities so long as a quorum or, if applicable, a Reduced Quorum is present in respect of a specific Committee meeting.

- (d) The time and place at which meetings of the Committee shall be held, and procedures at such meetings, shall be determined from time to time by the Committee. A meeting of the Committee may be called by letter, telephone, facsimile, email or other communication equipment, by giving at least 48 hours' notice, provided that no notice of a meeting shall be necessary if all of the members are present either in person or by means of conference telephone or if those absent have waived notice or otherwise signified their consent to the holding of such meeting.
- (e) Any member of the Committee may participate in the meeting of the Committee by means of conference telephone or other communication equipment, and the member participating in a meeting pursuant to this paragraph shall be deemed, for purposes hereof, to be present in person at the meeting.
- (f) The Committee shall keep minutes of its meetings, which shall be available for review by the Board at any time. The Committee may, from time to time, appoint any person who need not be a member, to act as a secretary at any meeting.
- (g) The Committee may invite such officers, directors and employees of the Corporation and its subsidiaries as it may see fit, from time to time, to attend at meetings of the Committee.
- (h) Any matters to be determined by the Committee shall be decided by a majority of votes cast at a meeting of the Committee called for such purpose; actions of the Committee may be taken by an instrument or instruments in writing signed by all of the members of the Committee, and such actions shall be effective as though they had been decided by a majority of votes cast at a meeting of the Committee called for such purpose. The Committee shall report its determinations to the Board at the next scheduled meeting of the Board, or earlier as the Committee deems necessary. All decisions or recommendations of the Committee shall require the approval of the Board prior to implementation.
- (i) The Board may at any time amend or rescind any of the provisions hereof, or cancel them entirely, with or without substitution.

#### **4. Responsibilities**

The Committee responsibilities are as follows:

- (a) ***Health, Safety and Environment*** – The Committee's responsibilities with respect to Health, Safety and Environment matters will include:
  - (i) reviewing and discussing with management the safety, health, environment and sustainability policies of the Corporation and, where appropriate, recommend revisions to those policies to the Board;
  - (ii) receiving and reviewing updates from management regarding the safety, health, environment and sustainability performance of the Corporation on behalf of the Board, to ensure that management is taking appropriate measures to comply with relevant laws and regulations concerning the Corporation's safety, health, environment and sustainability policies;
  - (iii) reviewing and reporting to the Board on the results of any material safety, health, environment or sustainability incident at any of the Corporation's operations;

- (iv) reviewing and reporting to the Board on the results of any health, safety, environment and sustainability audits performed at any of the Corporation's operations;
  - (v) reviewing management's response to all health, safety, environment and sustainability audits and material incidents;
  - (vi) investigating, or causing to be investigated, material negative safety, health, environment or sustainability performance;
  - (vii) using the Committee's best efforts to make annual visits by at least one member of the Committee, to each of the Corporation's material projects, in order to review relevant safety, health, environment and sustainability objectives, procedures and performance;
  - (viii) annually reviewing and reporting to the Board on the sufficiency of the resources available for carrying out the Corporation's health, safety, environment and sustainability responsibilities and obligations;
  - (ix) annually reviewing and reporting to the Board on the safety, health, environment and sustainability risks associated with the Corporation's operations, and the procedures and plans designed to manage and mitigate those risks;
  - (x) annually reviewing management's assessment of trends and the impact of proposed laws, regulations and voluntary codes or initiatives affecting safety, health, environment and sustainability matters; and
  - (xi) annually reviewing management's plans and actions with respect to sustainable development and support for communities within the area of the Corporation's operations.
- (b) ***Environmental, Social and Governance("ESG") Responsibility*** - The Committee's responsibilities with respect to ESG matters will include:
- (i) ensuring management develops, adopts and implements social policies, programs, procedures and activities in communities where the Corporation conducts its business that are based consistent with industry best practice and are based on the Corporation's desire to be an industry leader;
  - (ii) receiving reports from management on the Corporation's ESG programs, including significant sustainable development, community relations and security policies and procedures;
  - (iii) satisfying itself that management of the Corporation monitors trends and reviews current and emerging issues in the corporate social responsibility field and evaluates the impact to the Corporation; and
  - (iv) receiving reports from management on the Corporation's corporate social responsibility performance to assess the effectiveness of the corporate social responsibility program.

In all cases, the Committee will, where appropriate, report to the Board and make recommendations to management of the Corporation and/or to the Board.

The Committee shall, where appropriate, report and make recommendations to the Board for approval.

(c) ***General Matters***

- (i) review the proposed disclosure in the Corporation's Annual Information Form of all safety, health, environment, social responsibility and sustainability matters, and make recommendations to the Board for approval thereof;
- (ii) evaluate the function and performance of the Committee on an annual basis; and
- (iii) develop an annual work plan that ensure that the Committee carries out its responsibilities.

**5. Scope of Authority**

The Committee shall have the authority to retain such independent advisors as it may deem necessary or advisable for its purposes. The expenses related to such engagement shall be funded by the Corporation.

*APPROVED BY THE BOARD OF DIRECTORS MARCH 25, 2025*