



## SAFETY, ENVIRONMENTAL AND SOCIAL SUSTAINABILITY COMMITTEE CHARTER

### A. PURPOSE

The Safety, Environmental and Social Sustainability Committee (the "**Committee**") of SilverCrest Metals Inc. (the "**Company**") is a committee of the Board of Directors of the Company (the "**Board**"), to which the Board has delegated the oversight of corporate performance relating to safety (including occupational health), environmental (including climate change) and social sustainability matters. The Committee's purpose is to assess the effectiveness of the Company's policies and practices, monitor compliance with laws, rules and regulations, assess potential operational, human resource and financial risks and opportunities that stem from environmental, geopolitical or social factors and report periodically to the Board of Directors.

### B. COMPOSITION

1. The Committee shall be comprised of at least three members, the majority of whom should be independent. At least one member of the Committee should have a broad understanding of legislative obligations in relation to occupational health, safety, environmental and sustainability matters.
2. The Board shall appoint the Committee members and the Chair annually. The Board shall have the power at any time to change the membership of the Committee and to fill vacancies in it, subject to the Committee continuing to satisfy the composition requirements.
3. If a Chair of the Committee is not designated or present at a meeting, one of the other members of the Committee present shall be chosen by the Committee to preside at the meeting.

### C. MEETINGS

1. Except as expressly provided in this Charter or the Articles of the Company, the Committee shall fix its own rules of procedure.
2. In order to discharge its responsibilities, the Committee shall establish a schedule of meetings at least biannually and shall otherwise meet at such times as the Chair of the Committee shall designate.
3. At all meetings of the Committee, the presence of a majority of the members will constitute a quorum for the transaction of the business and the vote of a majority of the members present shall be the act of the Committee. In the event of an equality of votes, the Chair of the Committee shall not have a second or casting vote.
4. Members of the Committee may participate in a meeting of the Committee by conference telephone or similar communications equipment by means of which all people participating in the meeting can hear each other and participation in such a meeting will constitute presence in person at such a meeting.
5. Any action required or permitted to be taken at any meeting of the Committee may be taken without a meeting if all of its members consent in writing to the action and such writing is filed with the records of proceedings of the Committee.

6. Directors not on the Committee may attend meetings at their discretion. At the invitation of the Chair of the Committee, members of management and outside consultants shall attend Committee meetings.
7. The Chair shall develop and set the Committee's agenda in consultation with other members of the Committee and Company management, as necessary. The agenda and any supporting material shall be communicated to members in advance to the extent practical to permit meaningful review.
8. The Committee shall maintain minutes of meetings and report to the Board on significant matters arising at Committee meetings at the next scheduled meeting of the Board.

**D. AUTHORITY AND RESPONSIBILITIES**

1. In support of the Company's commitment to a healthy and safe workplace and adhering to best practices in environmental stewardship and socially sustainable exploration, development and operations, the Committee shall have the specified purpose, responsibilities and duties as are more particularly set forth below. The Committee shall also carry out any other responsibilities and duties delegated to it by the Board from time to time related to and as required by changing business, legislative, regulatory, legal or other conditions. In discharging its responsibilities, the Committee shall have full access to all company records, facilities and personnel.
2. The Committee shall have the authority to conduct any investigation appropriate to fulfilling its responsibilities.
3. The Committee may form and delegate authority to subcommittees when appropriate.
4. The Committee, when it considers it necessary or advisable, may retain, at the Company's expense, outside consultants or advisors to assist or advise the Committee independently on any matter within its mandate.
5. **Safety (including Occupational Health)**

The following shall be the principal safety (including occupational health) related responsibilities of the Committee:

- (a) The Committee shall establish, review and recommend for Board approval, policies, as well as monitor systems and activities to ensure compliance with appropriate existing or proposed laws, regulations or best practices as they relate to occupational health, safety and security issues.
- (b) The Committee shall review compliance with, issues arising from, and consider and approve any changes to the Company's Health and Safety Policy.
- (c) The Committee shall review and approve corporate objectives as they relate to occupational health, safety and security, as well as monitoring the Company's performance against such objectives based on specific parameters.
- (d) The Committee shall review and assess potential financial implications from occupational health, safety and security factors and advise on strategies to mitigate risks and execute on opportunities for improvement.
- (e) The Committee shall be responsible for ensuring the Company effectively fulfills its commitment to:
  - (i) promoting safe work practices and the occupational health of employees and contractors at all times;

- (ii) educating employees and contractors on both industry and site-specific hazards and risk management;
  - (iii) providing employees with the training, information and tools necessary to enable them to conduct their work safely;
  - (iv) implementing the requisite systems, taking into account the project's stage of development, to identify, minimize and mitigate health and safety hazards;
  - (v) putting in place security-focused systems and procedures to minimize and mitigate regional security-related risks;
  - (vi) complying with applicable health and safety regulations;
  - (vii) establishing and implementing procedures for emergency prevention, preparedness and response; and
  - (viii) documenting and reporting accidents and incidents and recommending changes to systems and processes to minimize the likelihood of reoccurrence
- (f) The Committee shall report to the Board at least biannually on the compliance with related corporate policies, any risks and opportunities identified and relevant current developments.

## 6. **Environmental**

The following shall be the principal environmental-related responsibilities of the Committee:

- (a) The Committee shall establish, review and recommend for Board approval, policies, as well as monitor systems and activities to ensure compliance with appropriate existing or proposed laws, regulations or best practices as they relate to environmental protection and climate change issues.
- (b) The Committee shall review compliance with, issues arising from, and consider and approve any changes to the Company's Environmental Policy and Water Management Policy.
- (c) The Committee shall review and approve corporate strategies as they relate to climate-related risks and opportunities and environmental stewardship.
- (d) The Committee shall monitor the Company's performance against climate-related and environmental impact related objectives based on specific metrics and targets.
- (e) The Committee shall review and assess potential financial and compliance implications from climate change and other environmental factors and the Company's capacity to manage its environmental strategies.
- (f) The Committee shall review and consider the materiality of potential environmental liabilities and obligations, including the Company's closure and restoration provisions.
- (g) The Committee shall review environmentally sensitive incidents to determine the sufficiency of Company's action plans.
- (h) The Committee shall be responsible for recommending strategies to mitigate risks and strategies to capitalize on opportunities for improvement.
- (i) The Committee shall be responsible for ensuring the Company effectively fulfills its commitment to:
  - (i) complying with all applicable environmental standards, laws and regulations in the countries and jurisdictions in which it conducts its activities;

- (ii) exploring, designing, constructing, operating and closing mining operations in a manner consistent with international industry best practices;
  - (iii) developing and implementing appropriate environmental management systems to effectively anticipate, target, assess, mitigate and minimize environmental risks based on the Company's activities at the time;
  - (iv) ensuring transparency with stakeholders both locally and more broadly with respect to the Company's environmental performance;
  - (v) educating employees and contractors on both site and industry-specific environmental issues and providing them with the necessary tools to manage and minimize potential resulting environmental impacts;
  - (vi) disclosing climate related and other environmental impacts and work progress based on sustainability reporting standards consistent with international best practices; and
  - (vii) communicating openly to surrounding communities regarding potential environmental impacts, related remediation measures and reclamation practices.
- (j) The Committee shall report to the Board at least biannually on compliance with corporate policies, any risks and opportunities identified and relevant current developments.

## 7. **Social Sustainability**

The following shall be the principal social sustainability-related responsibilities of the Committee:

- (a) The Committee shall establish, review and recommend for Board approval, policies, as well as monitor systems and activities to ensure compliance with appropriate existing or proposed laws, regulations or best practices as they relate to local stakeholders' issues, human rights, diversity and inclusion, avoidance of modern slavery and child labour.
- (b) The Committee shall review compliance with, issues arising from, and consider and approve any changes to the Company's Community Policy and Human Rights Policy.
- (c) The Committee shall review and approve corporate strategies as they relate to social sustainability.
- (d) The Committee shall monitor the Company's performance against corporate social sustainability objectives based on specific parameters.
- (e) The Committee shall review and assess financial and compliance implications from community relations and local government relations factors and the Company's capacity to manage its sustainability strategy.
- (f) The Committee shall review community complaints and concerns to determine the sufficiency of Company's action plans.
- (g) The Committee shall be responsible for recommending strategies to mitigate risks and strategies to capitalize on opportunities for improvement.
- (h) The Committee shall be responsible for ensuring the Company effectively fulfills its commitment to:
  - (i) integrating into the local communities in which the Company operates in order to build long-term relationships that respect and promote local cultures and sustainable development;

- (ii) facilitate, review and consider and approve any changes to the Company's Grievance mechanism, which was established to ensure that potential concerns of stakeholders and community members are diligently addressed;
  - (iii) ensuring transparency with stakeholders both locally and more broadly with respect to the Company's plans for advancing its assets and the related impacts on the local community;
  - (iv) working with the local community to support initiatives, through both financial and non-financial means, that have the potential to provide lasting and sustainable benefits for the local area;
  - (v) creating meaningful links between the Company's social investment and community development; and
  - (vi) disclosing impacts and work progress based on sustainability reporting standards consistent with international best practices.
- (i) The Committee shall report to the Board at least biannually on compliance with corporate policies, any risks and opportunities identified and relevant current developments.

**E. GENERAL**

1. The Committee shall review this Charter annually and submit any recommended changes to the Board for approval.
2. The Committee shall conduct an annual evaluation of the performance of its duties under this Charter and shall present the results of the evaluation to the Board. The Committee shall conduct this evaluation in such manner as it deems appropriate.

**F. GOVERNING LAW**

This Charter shall be interpreted and enforced in accordance with the laws of the Province of British Columbia and the federal laws of Canada applicable in that province.

**G. EFFECTIVE DATE**

This Charter was approved and adopted by the Board on July 10, 2019, as amended on February 23, 2022, and is and shall be effective and in full force and effect in accordance with its terms and conditions from and after such date.