

DURATEC LIMITED ACN 141 614 075 (COMPANY)

1. COMPOSITION

The Safety and Sustainability Committee (**Committee**) will consist of at least three members, two of whom will be non-executive Directors (with a preference for independent directors) and one will be the Managing Director. Members will be appointed or removed as a member of the Committee by the Board, following, in each case, a review by the Board in consultation with the Chair of the Committee (other than in respect of the Chair's own appointment or removal).

From time to time, non-committee members may be invited to attend meetings of the Committee, if it is considered appropriate.

The Chair of the Committee will be elected by the Board and must be a member of the Committee.

Any director who is not a Committee member may attend meetings at their discretion as an observer. The Company Secretary shall be secretary of the Committee.

2. ROLE

2.1 PURPOSE OF THE SAFETY AND SUSTAINABILITY COMMITTEE

The purpose of the Committee is to assist the Board in fulfilling its responsibilities in overseeing the Company's material safety issues and sustainability related matters, including, but not limited to, the following matters, collectively referred to in this Charter as '**S&S**':

- a. occupational health, wellbeing and safety;
- b. labour practices and human rights, including modern slavery;
- c. diversity and inclusion;
- d. community development and engagement;
- e. responsible supply chain management;
- f. environmental stewardship, including the management of water resources, biodiversity, waste, and air quality; and
- g. climate change.

2.2 SCOPE OF SAFETY AND SUSTAINABILITY COMMITTEE

The role of the Committee is to:

- a. provide oversight of the Company's safety systems and provide advice and guidance to the Board on the implementation and compliance of those systems to ensure a safe work place;
- b. assist the Board in its development and oversight of the strategy, policies, and processes in relation to Sustainability matters;
- c. make recommendations to the Board in relation to the effectiveness of the Company's risk management and regulatory compliance frameworks in respect of Sustainability matters, including for compliance with regulatory reporting requirements.

2.3 RELATIONSHIP WITH THE AUDIT AND RISK MANAGEMENT COMMITTEE

The Committee will, in matters related to risk and risk management, seek to co-ordinate its activities with the Audit and Risk Management Committee where appropriate. To facilitate this, copies of relevant documents will also be provided to the Audit and Risk Management Committee for information from time to time. The Chair of the Committee must liaise with the Chair of the Audit and Risk Management Committee on an ongoing basis to ensure that material matters related to risk and risk management are being considered by the appropriate Committee.

2.4 INTERACTION WITH THE BOARD

The Committee has no executive powers with regard to its recommendations and does not relieve the Board of its responsibilities for these matters.

In addition, the Board is ultimately responsible for deciding the nature and extent of the risks it is prepared to take to meet the Company's objectives. In relation to the Company's risk management framework, the Committee and the Audit and Risk Management Committee are designed, in relation to the areas of risk within their respective responsibilities, to assist the Board in fulfilling its responsibilities to oversee the Company's risk management framework.

3. OPERATIONS

Committee meetings will be governed by the same rules, as set out in the Company's Constitution, as they apply to the meetings of the Board.

The Committee meets at least four times per year, with further meetings on an as required basis.

A quorum will comprise of any two Committee members.

The Committee shall develop and agree a program capable of fulfilling its responsibilities. The program will include formal opportunities for the Committee to meet independently of management. The Chair, with the assistance of the Secretary of the Committee, will develop the agenda for each meeting on the basis of the program and any other matters deemed to be relevant to the particular meeting.

The Chair of the Committee may invite any person to attend meetings of the Committee for all or any part of the meeting, including senior managers and external advisers.

Minutes of all meetings of the Committee must be kept by the Secretary of the Committee. After preliminary approval has been given by the Chair of the Committee, minutes of Committee meetings will be included in the papers for the next Board meeting after each Committee meeting. Minutes will be confirmed at the next meeting of the Committee. Minutes, agenda and supporting papers will be made available to every Board member providing no conflict of interest exists.

4. RESPONSIBILITIES

Annual responsibilities of the Committee are as set out in the *Safety and Sustainability Committee Charter – annual action points* (attached).

5. AUTHORITY AND RESOURCES

The Committee is authorised by the Board to assist it in fulfilling its duties with regard to the oversight of matters. This Committee has the authority and power to exercise the role and responsibilities set out in this Charter and under any separate resolutions of the Board, from time-to-time. The Committee has no executive powers with regard to its recommendations and does not relieve the Board of its responsibilities for these matters.

The Committee has unrestricted access to executives of the Company in order to fulfil its purpose and undertake its duties.

In carrying out its role and responsibilities under this Charter, the Committee has the ability to direct any special investigations it deems necessary (including having access to sites) and may obtain advice from employees within the Company or from appropriate external advisers. Costs of meeting with external advisers will be borne by the Company.

6. REPORTING TO THE BOARD

The Chair of the Committee (or a person nominated by the Chair of the Committee for that purpose) must, following each Committee meeting, verbally report to the Board at the Board's next meeting on any matters relevant to the Committee's duties and responsibilities.

The Committee will review its performance by self-assessment, at least annually. The performance evaluation will have regard to the extent to which the Committee has met its responsibilities under this Charter.

The Committee will verbally present to the Board annually a report of its activities for the prior financial year and on its performance following the annual performance evaluation.

7. REVIEW OF CHARTER

The Committee will, at least once in each year, assess the adequacy of this Charter and recommend to the Board any necessary or desirable amendments to ensure it remains consistent with the Board's objectives, current law and best practice.

Approved by the Board 22 May 2025

SAFETY AND SUSTAINABILITY COMMITTEE CHARTER – ANNUAL ACTION POINTS

- Periodically reviewing and recommending to the Board for approval, the Company's policies and procedures related to health and safety.
- Reviewing the Company's health and safety initiatives, the outcomes achieved and considering reports submitted by Management on health and safety performance.
- Ensuring the Company is properly identifying, managing and reporting health and safety risks and performance including identifying opportunities for improvement and ensuring there are systems in place to do so.
- annually reviewing and endorsing the strategic Sustainability framework prepared by management;
- regularly monitoring the delivery of the Sustainability framework by receiving regular reports from management;
- reviewing and monitoring the Company's compliance with applicable legal and regulatory requirements associated with S&S matters by receiving regular reports from management;
- reviewing and monitoring the Company's systems to support applicable legal and regulatory requirements associated with S&S matters, including data collection, analysis and disclosure;
- reviewing the adequacy of the Company's systems for reporting actual or potential accidents, significant incidents or breaches of these policies and related laws or regulations;
- advising the Board on significant developments in S&S legislation and other external requirements;
- reviewing annually the Company's community engagement activities;
- to review and approve (or recommend to the Board for approval, as required) external Sustainability related disclosures and reporting activities;
- reviewing and monitoring those particular Safety and Sustainability risks identified pursuant to the Company's risk management framework; and
- verbally reporting annually to the Audit and Risk Management Committee on the effectiveness of the Company's risk management framework in respect of those areas of risk management within the Committee's responsibilities.