

Safety and Sustainability Committee

Charter

March 2026

This Safety and Sustainability Committee Charter has been approved by the Board of PLS Group Limited (**PLS** or the **Company**) to govern the composition, roles and responsibilities, and operations of PLS' Sustainability Committee (**Committee**).

1 COMPOSITION

The Committee shall be structured so that it has at least three members, all of whom are non-executive directors and a majority of whom are independent.

The Committee shall be chaired by an independent non-executive director.

The members of the Committee will be appointed and removed by the PLS Board (**Board**).

At least one Committee member must have relevant experience or expertise in the oversight of areas such as health, safety, sustainability, community engagement, environmental management, climate change, social performance or cultural heritage.

From time to time, non-Committee members may be invited to attend meetings of the Committee.

2 ROLES AND RESPONSIBILITIES

The function of the Committee is to assist the Board in fulfilling its corporate governance responsibilities for PLS and its subsidiaries (**Group**), providing leadership in integrating sustainability into PLS' business strategy and operations.

In performing its role, the Committee will review and report, and where required, make recommendations to the Board on the matters detailed in the table below. From time-to-time, the Board may delegate other responsibilities to the Committee.

FOCUS AREA	RESPONSIBILITIES
Health, Safety and Wellbeing	<ul style="list-style-type: none"> • Provide primary oversight and support, as appropriate, to the Board and each director individually in meeting their health and safety due diligence obligations including maintaining appropriate knowledge of health and safety matters and ensuring the Group applies appropriate resources and processes to manage health and safety risks.¹ • Oversee the Group's approach to health, safety and wellbeing, including the frameworks, management systems, controls and processes designed to provide for the physical and psychosocial health and safety of all employees, contractors and community. • Review the effectiveness of health and safety risk identification, management and assessments, in conjunction with the Audit and Risk Committee as appropriate. • Monitor performance against health and safety targets, including leading and lagging indicators and significant or serious potential incidents and material regulatory matters and escalate to the Board any issues requiring Board-level consideration or decision. The Committee shall immediately notify the Board Chairman of any matter warranting urgent escalation. • Oversee the Group's approach to occupational health risk management, including exposure to material hazards relevant to PLS operations.
Sustainability-related Strategy and Policy, and	<ul style="list-style-type: none"> • Review of the Group's Sustainability Policy as the overarching framework for sustainability matters and monitor progress against stated sustainability commitments.

¹ Board-level oversight of psychosocial risk management is the primary responsibility of the People and Culture Committee.

FOCUS AREA	RESPONSIBILITIES
Performance against sustainability commitments	<ul style="list-style-type: none"> Review and recommend to the Board for approval of all Group sustainability-related policies and position statements on matters including, but not limited to, health and safety, responsible production and sourcing, human rights and modern slavery, First Nations engagement, community and stakeholder relations, environment, water stewardship, tailings management, climate change and supplier conduct to ensure they are current, effective, and appropriate. Oversee the effectiveness of sustainability-related strategies, frameworks, management systems and performance, including alignment with material sustainability topics as relevant. Review the long-term strategic goals and emerging industry trends relating to sustainability to address stakeholder expectations. Review the materiality assessment approach and recommend to the Board for approval the material sustainability topics (at minimum, every two years). Oversee sustainability-related investments, including community investment, and review social impact and effectiveness.
Climate-related Financial Disclosures Governance	<ul style="list-style-type: none"> Joint Audit and Risk Committee and the Safety and Sustainability Committee oversight of AASB S2 climate-related financial disclosure obligations, and subsequent recommendation of these disclosures to the Board for approval². Oversee management's implementation of the Group's Climate Transition Action Plan (CTAP) and progress against established targets. Review outputs of climate scenario analysis and their integration into strategy, risk management and financial planning, as appropriate. Review the Group's material greenhouse gas emissions disclosures, including key methodologies, boundaries and assumptions.
Risk and Opportunities	<ul style="list-style-type: none"> Review the Group's sustainability-related risks and opportunities identification and management through the Group's risk management system. Consider emerging regulations, industry issues and trends that may have a significant impact on the Group.
Metrics and Targets	<ul style="list-style-type: none"> Oversee the setting and monitoring of the Group's performance against sustainability ambitions, targets and measures and recommending to the Board where not delegated to other Board Committees. Recommend to the People and Culture Committee, on an annual basis, the sustainability-related measures and metrics to be included in the Group's remuneration framework.
External Disclosure	<ul style="list-style-type: none"> Review and recommend to the Board for approval the Group's external Sustainability Reporting and any other significant public statements or emerging issues as they relate to sustainability,

² Audit and Risk Committee maintain primary responsibility for financial disclosure oversight.

FOCUS AREA	RESPONSIBILITIES
	except where reserved for the Board or delegated to other Board Committees.

3 OPERATIONS

The Committee shall meet at least four times per year, with further meetings held on an as required basis to fulfil its role and, among other duties, set and measure sustainability performance targets for the Group and its executives.

Minutes of all meetings of the Committee must be kept. The minutes, and a report of actions taken by the Committee, must be made available to the full Board as directed.

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

The Chair of the Safety and Sustainability Committee, if appointed, is to be present at PLS's Annual General Meeting of members to answer questions as directed or requested by the Chairman of the Board.

4 REPORTING TO THE BOARD

The Committee is to report to the Board, at least annually, on the following matters:

- a) all matters relevant to the Committee's role and responsibilities as set out in this Committee Charter;
- b) the results of the Committee's review of this Charter; and
- c) comment on the Committee's operation and composition.

5 AUTHORITY AND RESOURCES

The Company is to provide the Committee with sufficient resources to undertake its duties, including provision of educational information on accounting policies and other sustainability matters relevant to the Company, and such other relevant materials requested by the Committee.

The Committee has rights of access to management and has the authority to seek explanations and additional information from the Company's sustainability consultants and auditors, without management present, when required.

The Committee has the authority, as it deems necessary or appropriate, to obtain advice from external consultants or specialists in relation to sustainability related matters.

6 REVIEW OF CHARTER

The Committee will review this charter at least annually, and update it as required.

This charter has been approved by the Board.

7 CHARTER HISTORY

ESTABLISHED:	27 August 2020
LAST REVIEWED:	27 March 2026
FREQUENCY	Annually