



October 24, 2025

GISTM
Accountable Executive
Tennessee Mines
Young TSF

Declaration of Accountability

In effort to maintain responsible tailing management practices under the scope of the Global Industry Standard for Tailings Management (GISTM), the Board of Directors has elected to appoint an accountable executive. This role is to provide oversight for effective tailings management to minimize impact to people, the environment, infrastructure and community.

The Board of Directors hereby appoint Matthew Harding as the Accountable Executive (AE) for the Tennessee Mines tailings storage facility (TSF) Young (ETN) and Elmwood MTN. The AE will be directly accountable for ensuring As Low As Reasonably Practicable (ALARP) principles are employed in the management of these TSFs.

I Matthew Harding accept the responsibility that is incurred from the AE role. I will implement levels of review as a part of a strong quality and risk management system for all phases of the TSF lifecycle, including closure. I will enforce policies, systems and accountabilities to support the safety and integrity of the TSFs to empower the Engineer of Record (EoR) and the TSF management team.

Sincerely,

A handwritten signature in black ink, appearing to read "Matthew Harding".

Matthew Harding
Accountable Executive
Tennessee Mines