



SUSTAINABILITY CHARTER

We are committed to sustainable development and the goal of zero harm to people, the environment and our host communities. This commitment means that we strive to act consistently in all of our operations in relation to health & safety, the environment, community relations and social development.

Wherever we operate, we will develop, implement and maintain management systems for sustainable development that drive continuous improvement, ensure we operate in a socially responsible manner and meet or exceed all applicable legal requirements.

To achieve this vision we will:

- ✓ Conduct our business in an ethical manner and in accordance with all applicable laws, regulations and corporate requirements;
- ✓ Not compromise on our safety values and seek ways to promote and improve the health of our workforce and the community;
- ✓ Safeguard the environment through monitoring, efficient use of resources and having regard to industry best practice;
- ✓ Partner with local communities for long-term mutual benefit; and
- ✓ Ensure sustainability is an integral part of our business plans and decision-making processes.

To successfully implement this charter, we will engage with and support our employees, contractors, suppliers, business partners and host communities to share responsibility for meeting these objectives.

First Cobalt Corp. sets goals that support this Charter, monitors progress and ensures continual improvement through operational and corporate auditing and reporting processes. This Sustainability Charter is supported by a Health & Safety Policy, an Environmental Policy and a Corporate Social Responsibility Policy. Every employee, contractor, supplier and business partner has a responsibility to comply with this Sustainability Charter and the supporting policies. Together, we will succeed in our mission to operate in a sustainable manner.

A handwritten signature in black ink, appearing to read "J. Steel", is positioned above a horizontal line.

President and CEO