



SAFETY, HEALTH, ENVIRONMENT AND COMMUNITY RELATIONS COMMITTEE MANDATE

(as approved by the Board of Directors on January 31, 2012 and amended on March 20, 2014, March 18, 2020, and March 23, 2022)

1. PURPOSE

- 1.1. The purpose of the Safety, Health, Environment and Community Relations (“SHECR”) Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of Lucara Diamond Corp. (the “Company”) in its oversight of the Company’s operations (including the operations of its active subsidiaries):
- a) Health, safety, environment and community risks;
 - b) Climate-related risks and opportunities;
 - c) Compliance with applicable legal and regulatory requirements associated with health, safety, environmental and community matters;
 - d) Performance in relation to health, safety, environmental, community matters, and climate change;
 - e) Performance and leadership of the health, safety, environment and community function; and
 - f) External annual reporting in relation to health, safety, environmental, community matters, and climate change.

2. COMPOSITION, PROCEDURES AND ORGANIZATION

- 2.1. The Committee shall consist of at least three members of the Board, two of whom shall be independent non-management directors.
- 2.2. The Board shall appoint the members of the Committee annually. The Board may at any time remove or replace any member of the Committee and may fill any vacancy in the Committee.
- 2.3. Unless the Board shall have appointed a chair of the Committee, the members of the Committee shall elect a chair from among the independent non-management members.
- 2.4. The Committee shall meet regularly on such dates and at such locations as the Chair of the Committee shall determine and may also meet at any other time or times on the call of the chair of the Committee, any two of the other members, or the senior officer of the Company responsible for SHECR matters. The Committee shall endeavour to meet at least quarterly during a year.
- 2.5. The quorum for meetings shall be a majority of the members of the Committee, present in person or by telephone or other telecommunication device that permits all persons participating in the meeting to speak and to hear each other.
- 2.6. A senior officer of the Company, appointed by the CEO and the Managing Director of Lucara Botswana Proprietary Limited shall act as advisors to the Committee. In addition, the Committee shall have access to such other officers and employees of the Company and to such information respecting the Company as it may require and may engage independent environmental



consultants, advisors and legal counsel at the expense of the Company, as it considers necessary or advisable in order to perform its duties and responsibilities.

3. DUTIES AND RESPONSIBILITIES

3.1. The Committee will act, with close interaction with other Lucara Committees and the Board of Directors, within the scope of its authority under this mandate, and shall also deal with such matters as the Board may refer to it from time to time. The Committee is authorized to carry out the following duties and responsibilities:

a) Safety, health, environment and community risks

The Committee will review the effectiveness of the Company's policies and the SHECR management system for identifying and managing the safety, health, environmental and community risks.

b) Climate-related risks and opportunities

The Committee will review the Company's identification, quantification and disclosure of climate-related risks, opportunities and financial impacts and the activities of Lucara Botswana Proprietary Limited's Climate Action Working Group.

c) Compliance with applicable legal and regulatory requirements

The Committee will review the Company's policies and SHECR management system for ensuring compliance with applicable safety, health, environmental, legal and regulatory requirements.

d) Performance in relation to safety, health, environmental, community relations and climate change matters

The Committee will receive reports from management and review the Company's SHECR performance (including its operating subsidiaries performance) having regard to the safety, health, environmental, community, and climate change consequences of decisions and actions, including the impacts on employees and third parties and on the reputation of the Company.

e) The performance and leadership of the safety, health, environment and community relations function.

The Committee will review the annual and longer-term SHECR plans to gain assurance on progress toward the achievement of the SHECR policies.

The Committee will review the adequacy of resources available for the SHECR function.

f) External annual reporting in relation to safety, health, environmental, community relations, and climate change matters

The Committee will review and recommend to the Board approval of any external reports, including any sustainability reports, make recommendations on specific actions or decisions the Board should consider.

g) Reporting to the Board

The Committee will report to the Board the results of its reviews and make recommendations on specific actions or decisions the Board should consider, including the adequacy of, and any changes to, these terms of reference.