



Community Feedback & Grievance Policy

Approved by the board on August 5, 2025

Summary:

In keeping with its commitment to ensuring the highest standards of professional and ethical conduct in all activities, Perpetua Resources has adopted the Community Feedback & Grievance Policy to provide a process for receiving, processing, and resolving community concerns, complaints, and grievances related to the Stibnite Gold Project.



COMMUNITY FEEDBACK & GRIEVANCE POLICY

PURPOSE

Perpetua Resources ("Perpetua" or "the Company") is committed to act in an honest, transparent, and responsible way. In developing and operating the Stibnite Gold Project, we work to minimize impacts and protect the interests of our community stakeholders. As such, Perpetua Resources' Community Feedback and Grievance Mechanism is accessible to all stakeholders and is designed to address, record, and resolve stakeholder(s) concerns, complaints, and grievances in a transparent and predictable manner. The approach of our Community Feedback and Grievance Mechanism involves five core steps: (1) publicizing the process and supporting accessibility for stakeholder(s); (2) receiving, registering, and acknowledging feedback and grievances, while respecting confidentiality; (3) reviewing and investigating concerns, complaints and grievances aided by external input and qualified personnel; (4) developing resolution options and responding to or closing out concerns, complaints, grievances received; and (5) monitoring and evaluating outcomes as part of our continuous improvement process. Our process is designed to be legitimate, accessible, predictable, and equitable.

The Community Feedback and Grievance Mechanism is intended to be a tool to support impact mitigation and stakeholder(s) relations and to act as a mechanism for maintaining ongoing input and awareness regarding potential community concerns, complaints and grievances. Perpetua actively encourages the use of the tool as a way for the Company to identify and address potential impacts and stakeholder relations.

As a core element of Perpetua's governance and social commitment policies, the Company has adopted a requirement to establish and maintain a community feedback grievance resolution mechanism. The Community Feedback and Grievance Mechanism is designed based on a model of engagement, dialogue, and continuous improvement and is intended to enhance transparency, encourage dialogue and resolution, improve Company performance, provide predictable and equitable access to resolving conflict, and protect human rights as outlined in the UN Guiding Principles 29 and 31 on Business and Human Rights.

The following Community Feedback and Grievance Mechanism plan outlines the process for receiving, processing, and resolving community concerns, complaints, and grievances related to the Stibnite Gold Project. When requested, the confidentiality of the stakeholder(s) will be maintained, and external support may be provided to stakeholder(s), as relevant.

OBJECTIVE

The objective of the Community Feedback and Grievance Mechanism is to:

- Ensure the feedback and grievance procedure is communicated and easily accessible to seek feedback for continuous improvement.
- Formalize the process for responding to community concerns, complaints, and grievances.
- Provide straightforward and prompt response to stakeholder(s) concerns, complaints, and grievances.
- Seek to resolve stakeholder(s) concerns, complaints, and grievances effectively and transparently.
- Involve local stakeholder(s) where appropriate in the process of resolving concerns, complaints, and grievances through dialogue.
- Provide feedback to management about emerging social risks.

SCOPE

This mechanism applies to all areas of Perpetua Resources' work and all its activities where community members or the environment may be affected, including the local community, our employees, contractor personnel, local suppliers, and other local stakeholder(s).

CONCERN, COMPLAINT, and GRIEVANCE

Community concerns, complaints, and grievances are defined as follows and typically only reported grievances will be processed through the Grievance Mechanism process, while concerns and complaints may also warrant investigation and direct response to the stakeholder(s).

Concern	Complaint	Grievance
<i>Statement of:</i> • A worry or preoccupation that something is happening, or could happen • Logged by a specific individual or group of individuals Stakeholder(s) expects that the Company will take note of the issue and provide feedback.	<i>Statement of:</i> • A matter generally not connected to a specific time or event • Logged by a specific individual or group of individuals Stakeholder(s) expects that the Company will address the issue and provide feedback.	<i>Allegation of:</i> • Specific harm or impact • Logged by a specific individual or group of individuals • Something with a timeline Stakeholder(s) expects the Company to take action to resolve the specific harm or impact.
<i>Example</i> • "I'm worried that there are too many unemployed youth" • "All these trucks coming through town could cause an accident"	<i>Example</i> • "It's too dusty." • "We are worried about emissions from the trucks contributing to smog in the area." • "The community feels you are not transparent." • "You're not hiring enough locals."	<i>Example</i> • "My garden died because of dust from the mine." • "Last night I couldn't sleep because of the noise." • "Your truck killed my cow yesterday."

PROCEDURE

- 1) Communications & Transparency:** Perpetua will communicate with stakeholder(s) regarding the Community Feedback and Grievance Mechanism.
- 2) Receive:** Once received via a Community Feedback & Grievance Form, a concern, complaint, or grievance will be registered in the Community Feedback and Grievance Tracking System.
- 3) Acknowledge, Assess, & Assign:** Perpetua will assess the reported incident to assign a level of impact; all matters will be reported to the Grievance Committee, and the internal team will be assigned. The assessment will be registered in the Community Feedback and Grievance Tracking System, and a formal acknowledgement of receipt will be provided to the stakeholder(s).
- 4) Investigate:** Perpetua will investigate the matter and gather additional information as needed. The designated response level may be adjusted (up or down) during this phase based on the information learned during the investigation.
- 5) Respond:** Perpetua will provide a response to the stakeholder(s), including, where appropriate, the proposed remedy and actions the company intends to take to address the matter.
- 6) Resolve:** If after the initial response, the stakeholder(s) requests additional response with supporting basis, Perpetua will engage in additional dialogue, investigation, or mitigation measures, as appropriate, to strive for resolution with the stakeholder(s).
- 7) Report results:** Perpetua will document the reported case from start to finish. Monthly reporting will be provided to the VP of External Affairs and Mine Manager, and quarterly reporting will be provided to the Governance Committee of the Board of Directors and the Stibnite Advisory Council.
- 8) Review:** Perpetua will review processes and results on an annual basis to assess the reported incidents, including classification and trends, and will evaluate measures to mitigate risk and comply with the grievance mechanism process.

CONTACT

Perpetua has established multiple avenues to receive community feedback and concerns, including a central email address, an online portal, and a physical address. Please use one of these options to submit a stakeholder concern under this policy.

- Email: grievance@perpetua.us
- Online Perpetua grievance portal: <https://perpetuaresources.com/feedback/>
- Paper form available at Perpetua's office locations