CHARTER OF THE SUSTAINABILITY COMMITTEE

(Effective as of November 5, 2025)

The Board of Directors (the "Board") of enCore Energy Corp. (the "Company") has established a Sustainability Committee (the "Committee").

1. Purpose

The purpose of the Committee is to assist the Board in carrying out its duties and responsibilities relating to the oversight of management's development, implementation and administration of polices, programs, procedures, initiatives and best practices ("Policies and Practices") relating to health, safety, environmental and sustainability ("HSES") matters to ensure compliance with applicable laws, regulations, and policies in the jurisdictions in which the Company carries on business. The Committee will provide input, as requested by the Board, in support of the Company's HSES efforts. Policies reviewed and monitored will include those related to the safety and health of the Company's employees, vendors, customers, the public and the environment. In this charter of the Committee (this "Charter"), HSES is interpreted broadly and includes maintaining the Company's reputation as a responsible corporate citizen and its efforts to employ sustainable best business practices consistent with the Company's business purpose and values. The Committee's duties and responsibilities with respect to oversight of HSES matters remain consistent with the usual and customary duties and responsibilities of members of the Board. Company management shall retain responsibility for compliance with applicable laws and regulations. This Charter has been approved by the Board and may be amended by the Board from time to time in compliance with applicable laws, rules, and regulations.

2. Duties and Responsibilities

The Committee's duties and responsibilities shall include:

a) Periodically reviewing the overall adequacy of, and providing oversight with respect to, the Company's HSES Policies and Practices.

b) Reviewing and monitoring the effectiveness of the Company's HSES Policies and Practices.

c) Periodically reviewing with management the status of material HSES activities, including, but not limited to, significant litigation or compliance-related matters, and emerging or proposed laws or regulations that may have a material effect on the Company's financial or physical exposure.

d) Periodically reviewing with management the status and level of the Company's contingency planning and emergency response activities and preparedness.

e) Periodically reviewing and assessing the Company's significant HSES liabilities reported in the financial statements, public disclosures and investor relations materials.

f) Periodically reviewing emerging HSES issues, trends, developments or research and its potential impact on the Company.

g) Reporting and, where appropriate, making recommendations to the Board relating to HSES matters.

3. Appointment and Term of Committee Members

The members of the Committee shall be appointed by the Board on the recommendation of the Governance and Nominating Committee. The members of the Committee shall be appointed annually at the time of each annual meeting of shareholders, and shall hold office until the next annual meeting of shareholders, or until they are removed by the Board or until their successors are earlier appointed, or until they cease to be directors of the Company. Any member of the Committee or the Chair of the Committee (the "Chair") may resign or be removed by the Board from membership on the Committee or as the Chair. The Committee shall not have alternate members.

4. Composition of the Committee/Member Qualifications

The Committee shall have at least two members of the Board. Additionally, the Committee may appoint a member of the Company's senior management team to the Committee. Each member will have, to the satisfaction of the Board, sufficient qualifications, expertise, characteristics, experience, competencies and skills to carry out the mandate of the Committee.

5. Meetings

The Committee will meet as required to fulfill its responsibilities set forth in this Charter.

The Committee Chair, in consultation with the Committee members, shall determine the schedule and frequency of the Committee meetings, provided that the Committee meet at least twice per year.

The Chair, any two members of the Committee or Chief Executive Officer of the Company may call a special meeting of the Committee.

The Chair shall approve the Committee's agenda. The agenda and information concerning the business to be conducted at each Committee meeting shall, to the extent practical, be communicated to the members of the Committee sufficiently in advance of each meeting to permit meaningful review. In preparing the agenda for each Committee meeting, the Chair shall solicit input on the agenda items for the meeting from the other Committee members as well as members of the Company's senior management.

6. **Vacancies**

Any vacancies in the membership of the Committee shall be filled by the Board on the recommendation of the Governance and Nominating Committee. The Board may remove and replace any member of the Committee at its discretion.

7. **Committee Chair**

The Chair shall be selected by the Board on the recommendation of the Governance and Nominating Committee. If the Chair is not present at any meeting of the Committee, one of the other members of the Committee present at the meeting shall be chosen by the Committee to preside at the meeting.

8. **Recording Secretary of the Committee**

The Committee shall, at the start of the meeting, appoint a secretary, who need not be a director or officer of the Company, for the purpose of recording the minutes of the meeting.

9. **Quorum**

Two members of the Committee, present in person or by telephone or other telecommunication device that permits all persons participating in the meeting to speak to each other, shall constitute a quorum.

10. Attendance of Officers at a Meeting

At the invitation of the Chair, one or more officers or employees of the Company may, and if required by the Committee shall, attend a meeting of the Committee.

11. Procedure, Records and Reporting

The Committee shall fix its own procedure at meetings, keep records of its proceedings and report to the Board when the Committee may deem appropriate (but not later than the next meeting of the Board).

12. Power to Engage Advisors

With the prior approval of the Executive Chairman of the Board, the Committee, when it considers it necessary or advisable, may retain, at the Company's expense, outside counsel, consultants or advisors (each, an "Advisor") to assist or advise the Committee independently on any matter within its mandate. If the Executive Chairman of the Board is not available to make a determination or determines that it is not appropriate for the Committee to so engage an Advisor, the Committee may appeal the matter to the Board, whose determination shall be final.

Any director may, with the prior approval of the Executive Chairman of the Board, engage an Advisor at the reasonable expense of the Company in circumstances where such director and the Executive Chairman of the Board determine that it is appropriate in order for such director to fulfill his or her responsibilities as director, provided that the advice sought cannot properly be provided through the Company's management or through the Company's advisors in the normal course. If the Executive Chairman of the Board is not available in the circumstances or determines that it is not appropriate for such director to so engage outside counsel, the director may appeal the matter to the Governance and Nominating Committee, whose determination shall be final.

13. Delegation

The Committee shall have the authority to delegate all or any portion its responsibilities to any subcommittee, or individual members of the Committee, as it considers appropriate. Any actions taken pursuant to any such delegation shall be reported to the Committee at its next scheduled meeting.

14. Notice of Meetings

Notice of the time and place of every meeting shall be given in writing or by e-mail communication to each member of the Committee at least forty-eight (48) hours prior to the time fixed for such meeting; provided, however, that a member may waive notice of a meeting, and attendance of a member at a meeting is a waiver of notice of the meeting, except where a member attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called.

15. Evaluation of the Committee

The Committee shall periodically evaluate its performance. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The Committee shall address all matters that it considers relevant to its performance.