

ENERGY FUELS INC.

CHARTER OF THE ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY COMMITTEE

(As Approved by the Board on January 27, 2026)

The Board of Directors of Energy Fuels Inc. (the “**Company**”) has established an Environment, Health, Safety and Sustainability Committee (the “**Committee**”) to assist the Board in fulfilling its oversight responsibilities for environmental, health and safety matters, as well as broader social and sustainability initiatives. The mandate of the Committee is to oversee the development and implementation of policies and best practices relating to environmental, health, safety and sustainability issues in order to ensure compliance with applicable laws, regulations and policies in the jurisdictions in which the Company carries on business.

The following responsibilities of the Board are delegated to the Committee:

- To periodically review environmental, health and safety policies for the Company;
- To periodically review social policies and the Sustainability Report (the “**Report**”) for the Company;
- To review and monitor the implementation of such policies, with the specific direction to bring any material non-compliance with such policies to the attention of the Board in a timely fashion;
- To monitor the effectiveness of such policies, and the systems and monitoring processes in place to manage the safety and health of employees, contractors, visitors, the general public and the environment;
- To receive regular reports from management regarding: (i) compliance with environmental, health and safety laws, regulations, licenses and permits; (ii) the adequacy of systems in place to monitor such compliance; (iii) the sufficiency of the Company’s performance pursuant to such systems; and (iv) any significant environmental, health and safety issues, including any root cause analyses performed and the resulting corrective actions, if applicable;
- To review and monitor the environmental, health and safety performance of the Company, generally, through such reports by management; and
- To report and, where appropriate, make recommendations to the Board relating to environmental, health, safety, social and sustainability matters.

1. Appointment of Committee Members

The members of the Committee shall be appointed by the Board of Directors on the recommendation of the Governance and Nominating Committee and the Chair of the Board. 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, or until they are removed by the Board of Directors or until their successors are earlier appointed, or until they cease to be directors of the Company.

2. Composition of Committee

The Committee shall consist of as many members as the Board of Directors shall determine, but in any event not fewer than two (2) directors. All members should have skills and/or experience which are relevant to the mandate of the Committee.

3. Vacancies

Where a vacancy occurs at any time in the membership of the Committee, it may be filled by the Board of Directors on the recommendation of the Governance and Nominating Committee and the Chair of the Board and shall be filled by the Board of Directors on such recommendation if the membership of the Committee is fewer than two (2) directors. The Board of Directors may remove and replace any member of the Committee at its discretion.

4. Committee Chair

The Chair of the Committee (the “**Chair**”) shall be selected by the Board on the recommendation of the Governance and Nominating Committee and the Chair of the Board. 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.

5. Secretary of the Committee

The Corporate Secretary of the Company shall be the secretary at each meeting of the Committee. If the Corporate Secretary is not able to attend a meeting, the Committee shall, at the start of the meeting, appoint a secretary who need not be a director of the Company for the purposes of recording the minutes of the meeting.

6. Meetings

The Chair, in consultation with the Committee members, shall determine the schedule and frequency of the Committee meetings, provided that the Committee shall 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.

7. Quorum

Two members of the Committee who are “independent” in accordance with Canadian National Instrument 52-110, the rules of the NYSE American Company Guide and Rule 10A-3 of the United States Securities Act of 1934 as amended, 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.

8. 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 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.

9. Agenda

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.

10. Delegation

The Committee shall have the power to delegate its authority and duties to subcommittees or individual members of the Committee, as it considers appropriate.

11. Attendance of Officers at a Meeting

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

12. Procedure, Records and Reporting

The Committee shall fix its own procedure at meetings, keep records of its proceedings, and report to the Board of Directors when the Committee may deem it appropriate (but by no later than the next meeting of the Board of Directors).

13. Outside Consultants or Advisors

The Committee, when it considers it necessary or advisable, may retain, at the Company's expense, outside consultants or advisors to assist or advise the Committee independently on any matter within its mandate.