



FURY GOLD MINES LIMITED
CHARTER OF THE INDIGENOUS AND COMMUNITY RELATIONS
COMMITTEE

(effective November 19, 2020)

1. PURPOSE

1.1 The purpose of the Indigenous and Community Relations Committee (the “**Committee**”) is to provide oversight and direction to Fury Gold Mines Limited (the “**Company**”) in relation to the establishment and cultivation of respectful and positive relationships with Indigenous and local communities and to ensure that management adheres to the set-out values and social expectations. The Committee will support management to identify partnerships and create mutually beneficial opportunities to advance the Company’s objectives around corporate social responsibility. Additionally, the Committee will assess and make recommendations regarding education opportunities, investments and community initiatives to the Board of Directors (the “**Board**”) pertaining to Indigenous and local affairs and investments.

2. COMPOSITION AND OPERATIONS

2.1 The Committee shall be composed of not fewer than three directors and not more than five directors, as determined by the Board.

2.2 Members of the Committee shall be appointed by the Board. The Board may remove members of the Committee at any time with or without cause.

2.3 The Board shall appoint the Chair of the Committee.

2.4 The Committee shall meet at least twice per year, and more frequently if needed.

2.5 The Committee shall operate under the guidelines applicable to all Board committees.

3. DUTIES AND RESPONSIBILITIES

3.1 Subject to the powers and duties of the Board, the Committee will oversee and support management to:

3.1.1 Develop, and annually update and recommend to the Board for approval, a long-term plan (the “**Plan**”) for creating and sustaining strong, respectful and positive relationships with Indigenous and local communities;

3.1.2 Engage with communities with a view to contributing to their quality of life and enhancing local economic and social stability;

- 3.1.3 Within the Plan, establish a framework to identify benchmarks and quality indicators to capture the following scope;
 - 3.1.3.1 Ensure that legal and regulatory requirements are met to support the Company's Indigenous engagement and Crown's consultation obligations with respect to advancing the Company's mining projects;
 - 3.1.3.2 Provide advisory support for the effective integration of environmental monitoring, advising on process for the gathering of traditional knowledge and effective assessment of impacts on traditional practices which would be incorporated into regulatory reporting;
 - 3.1.3.3 Ensure that support programs for community investment are aligned with potential investments made by the Company's suppliers;
 - 3.1.3.4 Identify and support skills training and educational opportunities for local Indigenous individuals;
 - 3.1.3.5 Promote employment of Indigenous and local community members;
 - 3.1.3.6 Ensure that Indigenous and local businesses are provided with business development opportunities including joint ventures and contracts;
 - 3.1.3.7 Establish requirements and processes for the Company's suppliers to adopt values and responsibilities consistent with the Committee's purpose, including reporting on contracting, sub-contracting, joint ventures and employment statistics;
 - 3.1.3.8 Audit and evaluate the Plan, including a review to ensure compliance with any local community agreements; and
 - 3.1.3.9 Recommend ethical business practices and incorporate social values and corporate social responsibility considerations.
 - 3.1.3.9 (a) Provide oversight to the publishing of the Company's Corporate Social Responsibility Reporting.
- 3.1.4 Identify and recommend resources to the Board for ongoing culturally competency training, such as the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples or other topics or courses;
- 3.1.5 Identify third party resources that may influence and assist in the evolution of the Company's relationships and obligations to and with Indigenous communities;
- 3.1.6 Provide opportunities to support social awareness campaigns;
- 3.1.7 Outreach to national and regional organizations to ensure that standards on shared social values in relation to Indigenous peoples, communities, environment and Company culture meet or exceed industry standards;

- 3.1.8 Integrate economic, social and environmental commitments and obligations into the corporate decision-making process; and
- 3.1.9 Uphold fundamental human rights and respect Indigenous and local cultures, customs, and values when engaging communities, employees and others who could be affected by our activities.

4. ACCOUNTABILITY

- 4.1 The Committee Chair has the responsibility to make periodic reports to the Board, as requested, on matters related to Indigenous Engagement and Community Development to the Company.
- 4.2 The Committee shall report on its discussions and decisions to the Board by maintaining minutes of its meetings and providing an oral report at the next Board meeting.