



2022 CORPORATE OBJECTIVES

Short-Term Incentive Plan

#	PERFORMANCE COMMITMENT	DESCRIPTION	%
A	Health & Safety	<ul style="list-style-type: none"> Execute the 2022 Program without any incidents (no lost time). 	10%
B	Environmental Responsibility	<ul style="list-style-type: none"> Execute the 2022 Program without any non-conformity (no reportable incidents). 	10%
C	Community Relations	<ul style="list-style-type: none"> Maintain Falco's Social License with all stakeholders. Continue transparent communications with the Consulting Committee. Develop our relationship with Aboriginal Communities. 	10%
D	Third Party Development	<ul style="list-style-type: none"> Obtain from Glencore the Operating License and Indemnity Agreement (OLIA) Approval from Glencore to initiate the environmental monitoring program. Extension of the option period with First Quantum. 	40%
E	To be determined	<ul style="list-style-type: none"> Additional objectives for 2022 will be determined subsequent to the signing of the OLIA and presented to the Compensation Committee for approval. 	30%
			100%