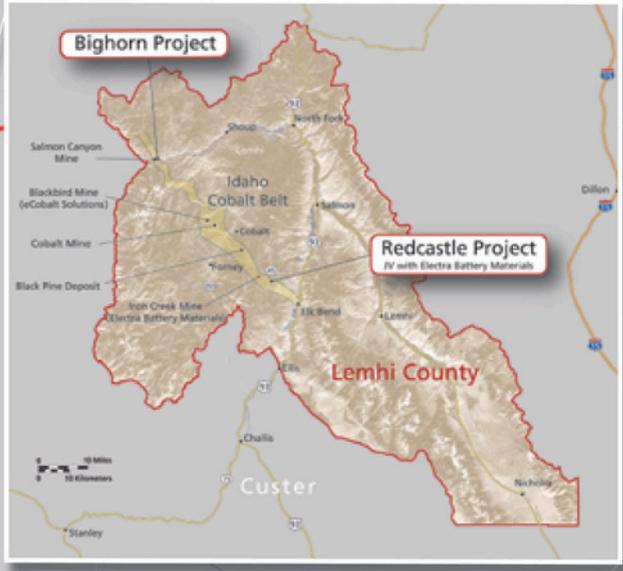
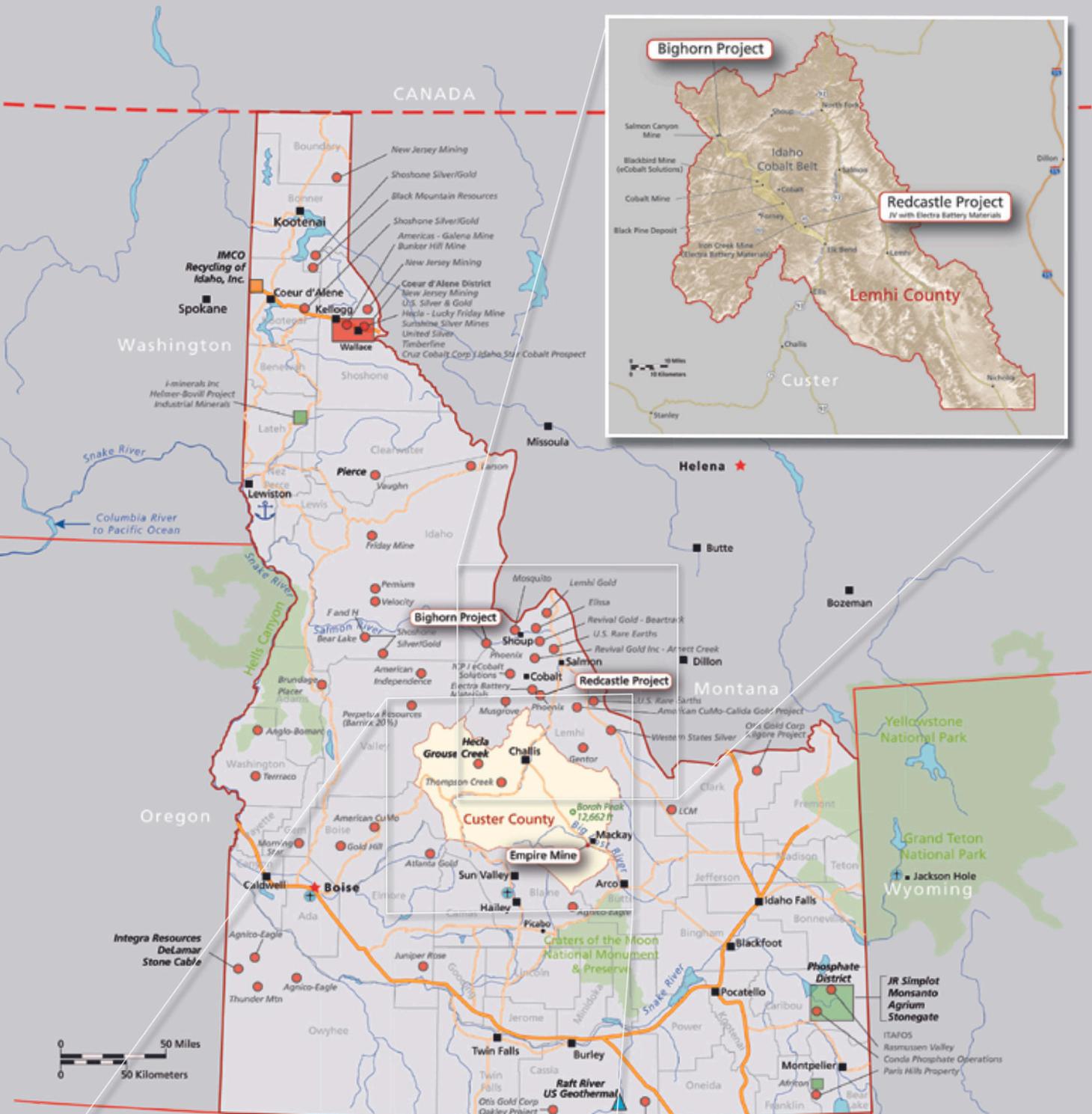

2024

SUSTAINABILITY REPORT



AIM OTCQX ADR
PXC PXCLY



Sustainability Report

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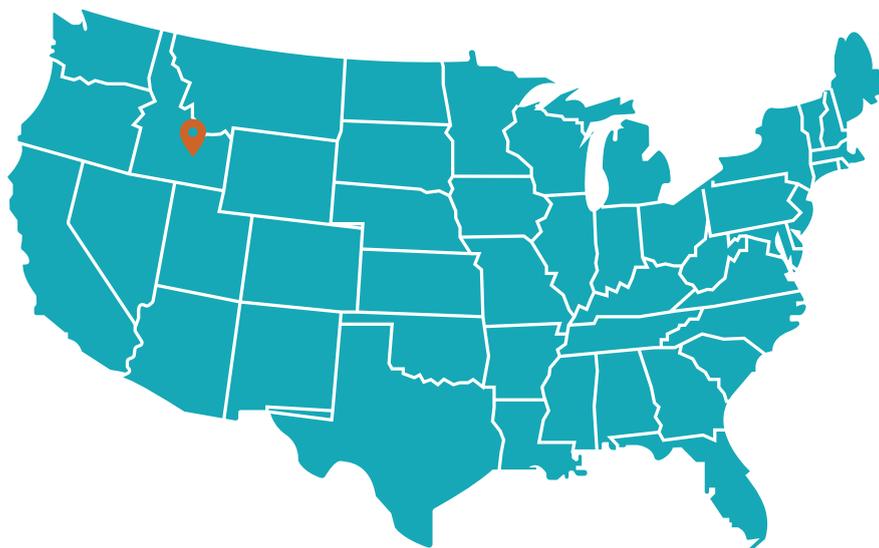
Photo: Historic mine cart at Konnex office, Mackay

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Who we are

About Phoenix Copper

Our mission is to produce copper and other metals in a manner that minimizes impacts to the environment, supports our local communities, and facilitates Company growth.



Phoenix Copper Limited ('Phoenix Copper' or 'the Company') is an emerging producer of base and precious metals in Idaho, USA. We are developing a low-cost copper, gold, and silver deposit, and staged gold and cobalt exploration projects, in Custer and Lemhi Counties.

Copper is a foundational material for infrastructure, energy and manufacturing, and therefore demand for it continues to rise. Political changes have brought a renewed focus on domestic mining, deregulation and resource independence, all of which is expected to accelerate US-based copper production. The new administration has indicated a pro-business approach to mining, committing to faster permitting, fewer regulatory hurdles and reduced environmental restrictions to encourage investment in US mining and refining operations. The new government is also reassessing federal incentives for EVs and renewables. Despite this, copper remains essential to multiple industries, including power transmission, defense, construction and manufacturing. The renewed emphasis on traditional energy sources, including coal, oil and gas, does not diminish copper's importance in grid modernization, military applications and industrial growth.

With infrastructure upgrades still a priority, especially to bridges, roads and national security projects, copper's role in construction, telecoms and electrical systems remains critical. There is a new focus on supply chain security, leading to an increase in domestic copper mining and processing, and to reducing reliance on imports from China and Latin America.

Copper's antimicrobial properties make it highly valuable in healthcare settings, while its durability and resistance to corrosion make it indispensable for plumbing, roofing and large-scale engineering projects. Its aesthetic appeal also ensures its continued use in architecture, art and sculpture.

Our mission is to produce copper and other metals in a manner that minimizes impacts to the environment, supports our local communities, and facilitates Company growth. Phoenix Copper's environmental, social & governance (ESG) standards guide every step of our business, from Board directives to operations.

The Empire Mine, operated by Konnex Resources (80% owned by Phoenix Copper), is Phoenix Copper's flagship project. Located in Custer County, the open pit oxide copper deposit is situated on a brownfield site. The project is currently in permitting and feasibility stage engineering. Bringing the Empire Mine into production is currently the Company's main focus.

Phoenix Copper Sustainability

A Message From Our CEO



We remain committed to responsible mining practices, balancing economic development with sound environmental stewardship.

Copper remains one of the world's most essential metals, playing a vital role in infrastructure, national security, and economic growth. As a highly efficient electrical conductor, it is fundamental to power transmission, industrial manufacturing, and telecommunications. The electricity that lights our cities, warms our homes, supports our industries, and enables technological advancements all depends on copper wiring. With rising global demand for new and improved modern infrastructure, defense applications, and increased energy security, the need for robust domestic copper production continues to grow.

The new administration has signaled an intent to streamline the permitting process, reduce regulatory barriers, and secure domestic supply chains for copper and other essential minerals. This shift prioritizes US-based production, reducing dependence on foreign imports and supporting national jobs and industries. Phoenix Copper is well-positioned to benefit from this new landscape, but we remain committed to responsible mining practices, balancing economic development with sound environmental stewardship.

Our operations in Idaho follow strict local, state, and federal environmental laws that ensure the protection of natural resources, water quality, and surrounding communities. We work closely with government agencies and local stakeholders to implement best practices in land rehabilitation, water conservation, and sustainable mining operations.

Phoenix Copper is also dedicated to being a good corporate neighbor. We have established strong community engagement initiatives, supported local businesses, and invested in regional economic development. As we expand, we remain open to collaboration and input from local communities and industry leaders, ensuring that our growth benefits both our stakeholders and the broader economy.

ESG (Environmental, Social, and Governance) reporting remains voluntary, but we continue to engage in transparent reporting practices that align with industry expectations and investor interests. Our focus is on efficiency, responsible land use and community engagement.

Global ESG reporting standards continue to evolve and remain voluntary, but we continue to engage in transparent reporting practices that align with industry expectations and investor interests. Our focus is on practical, results-driven sustainability efforts that align with our core business objectives: combining economic development with responsible use of resources, including water and land, and high levels of community engagement.

We welcome constructive dialogue and scrutiny, ensuring that our operations are efficient, transparent, and beneficial to all stakeholders.

Sincerely,

Ryan McDermott
CEO of Phoenix Copper

Materiality Assessment

Photo: Water monitoring well



Closely Monitored Topics

- Water management
- Community relations
- Air quality
- Workforce health & safety

Description

Global sustainability reporting standards provide a reasonable starting point in signposting companies to the vast array of ESG factors which they could and/or should be measuring, but as each mining project is unique, only a wide-ranging materiality assessment conducted by the company itself can properly gauge those factors which are most relevant to each of its projects and to its stakeholders.

We have approached our materiality assessment from multiple angles in order to properly determine the issues which are of most importance to our numerous and various stakeholders, both internal and external. We have accomplished this through direct engagement, communication, peer analysis, evidence gathering, and by examining ESG benchmarking via the global standards.

In compiling our assessment, we have considered both actual and perceived risks, while remaining sensitive to various stakeholders' concerns. Various members of the local community have been invaluable in helping us refine and verify our findings and in communicating them clearly to the wider community.

Environment

Environmental Baseline Assessments

The Company's responsibility to safeguard the environment is one we take extremely seriously. A 2005 Department of Environmental Quality report concluded that there are no significant environmental legacies resulting from historic operations at the Empire mine. Since 2017, the Company has collected a variety of environmental baseline assessments to establish future protection for the surrounding area's lands, water, and wildlife. The majority of the assessments were undertaken by third-party consultants, and others were completed in co-operation with our team.

The environmental assessments find that new mining activities can be completed at Empire without adversely impacting the resources listed, and without affecting the area's natural biodiversity. We are reusing data which was collected in 2022 regarding calculations of greenhouse gas emissions, energy management, and waste and hazardous materials management sections because the scale of the project currently remains unchanged.

Assessments

Assessments of the following resources have been completed, some of which will continue on an ongoing basis:

- Noise
- Surface and groundwater
- Environmental geochemistry
- Meteorological parameters
- Soils
- Seismic evaluation
- Wildlife, vegetation and biodiversity
- Visual Resources and Viewshed
- Geotechnical Engineering
- Archaeology



Photo: Local flowers

Bonding and Reclamation

To ensure proper reclamation of the land at the end of the mine life, the Company will post a significant reclamation bond as a condition of permitting. This bond would be forfeited if reclamation is not completed. The Company will continue monitoring potential environmental impacts throughout the mine's life to ensure maximum mitigation and subsequent bond amount reimbursement. The Company has posted bonds for past and on-going exploration activities.

Water Management

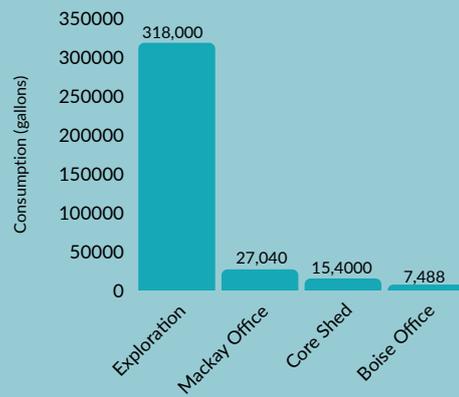
In 2023, the Company withdrew a total of 45,000 gallons of fresh water for exploration. We estimate that our Boise office utilized 7,488 gallons of water; the core logging facility 15,400 gallons; and the Mackay office 27,040 gallons.

As stated above, water management and usage is one of the most significant issues of concern to our stakeholders, as indicated by our materiality assessment.

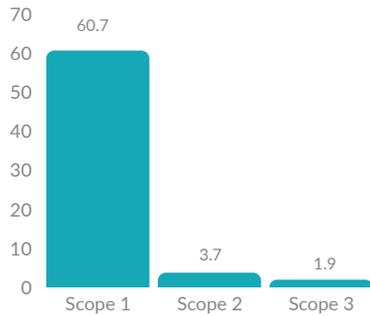
As detailed in our PFS, the mine will recycle most of its water but needs some fresh water from Mackay. Wastewater will be treated and neutralized before being reused. Stormwater will be managed via drainage and capture. Mill tailings will be filtered and dewatered, and water reclaimed to minimize waste.

Once in operation, Empire operation will require approximately 200 gallons per minute. The water will be used for ore processing and dust suppression.

Water Consumption (gallons)

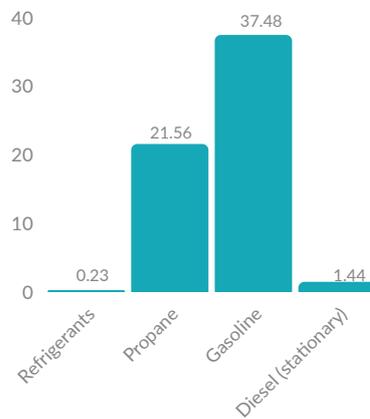


Greenhouse Gas (GHG) Emissions



GHG Emissions by Scope

~65 metric tons of total emissions



GHG Emissions Scope 1

Scope 1 emissions currently occur from exploration activities that consume gasoline, diesel, and propane fuels. This fuel is mainly utilized to operate trucks, furnaces, generators, and air conditioners.

Scope 1 Sources

Gasoline	Nine truck fleet
Propane	Furnace - Mackay office and core shed
Diesel	Generator
Refrigerants	Boise office HVAC system

The Company engaged a third-party to conduct Scope 1 and Scope 2 GHG accounting to measure emissions generated by the Company during 2022. We will continue to use this data until there is a material change to our operations. At this point, we will measure future GHG emissions and waste management using this 2022 data as a benchmark. We are committed to discussing long and short-term strategies to set and achieve emissions reduction targets going forward as we expand our operations and move into production.

As our operations develop, the GHG inventory will become more comprehensive, allowing year-over-year comparisons of Scope 1 and Scope 2 emissions. Between now and then, we will identify attainable sustainability goals and opportunities for GHG emission offsets and mitigations. Priority will be given to offset projects which are cost-effective or are of direct benefit to our immediate neighbors.



Photo: Konnex office, Mackay

Energy Management

The Company currently operates out of three sites: an office and a core logging facility in Mackay and an office in Boise. Energy consumed at the Boise office is purchased from Idaho Power Company, which currently has an energy mix of nearly 60% renewable energy sources. This results in a 2022 emissions factor of 837 lbs of CO₂e per MWh*.

The energy consumed at the Mackay sites is purchased through Lost River Electric Cooperative, which sources electricity from Bonneville Power Administration (BPA). BPA's energy mix consists of approximately 85% hydropower and 10% nuclear, resulting in a Scope 2 emissions factor of 35lbs of CO₂e per MWh*.

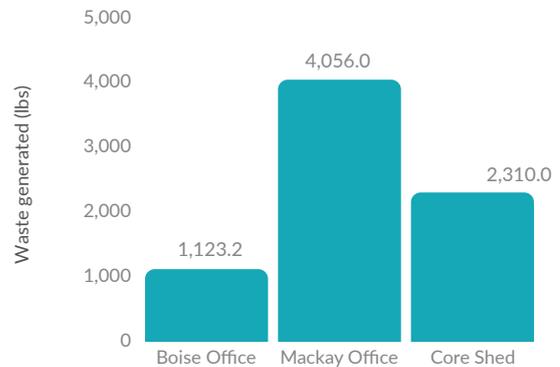
Total energy consumed	42,818
Percentage grid electricity	100% grid
Percentage onsite renewable	0%

Waste & Hazardous Materials Management

As part of establishing 2022 as a base year for non-mineral waste, the Company estimated the weight of municipal solid waste generated by employees at both offices and the core logging facility. As operations grow and develop, the Company will establish a waste management plan to mitigate the amount of waste sent to landfills. No hazardous waste is generated at this time.

In 2022, it is estimated that the Company generated 3.4 metric tons of non-mineral waste per annum*.

*As previously stated, these figures are not expected to change until we go into production.



Total weight of non-mineral waste generated: 7,489 lbs; or 3.4 metric tons

Community Engagement

The Konnex Community Advisory Team



Photo: Thank you cards from Konnex Community Fund recipients

The principal goal of KCAT is to provide a representative voice for all area stakeholders, and to assist with the following:

- Stakeholder mapping.
- Develop lines of communication and address issues of concern.
- Identify a grievance and complaint handling process.
- Determine scholarship recipients and use of Konnex-sponsored community funds.
- Identify ways to best support community services like school, city, emergency & medical services.
- Develop a local vendor/contractor/supplier list.

About KCAT

We are fortunate to have a great deal of support from communities surrounding the Empire project, largely because of the area's mining history. We regard this support as being critical to our success. Further, our operations will contribute significantly to the local economy by providing high-paying jobs and opportunities for ancillary service providers, entrepreneurs, and local suppliers. Especially welcome is the opportunity of employment for local graduates and other young people who are currently moving away from the area as there is a dearth of local jobs.

Following the positive response to our first open community meeting in December 2021, the Company established the Konnex Community Advisory Team (KCAT) to ensure that open communication between the Company and the community continues, allowing anyone to pose questions and concerns.

KCAT was formed in February 2022 to create an enduring model of partnership, transparency, and accountability between the Company and the local communities. KCAT is composed of three representatives from Konnex Resources and Phoenix Copper, plus 11 independent residents of Custer and Butte Counties with diverse experience in the municipal sector, local business, entrepreneurship, land use and more. The members use their unique perspectives to act as an advisory group to facilitate communication between the Company and local residents and identify ways to best benefit the community. The committee agreed upon its own bylaws and has appointed its own independent facilitator.

Through this team's collaboration, we had the opportunity to provide letters of support to Mackay School District and a grant application. The school district was ultimately awarded this grant and will now have additional facilities and be able to provide diesel mechanic classes. These classes can lead to secondary school opportunities for graduates. This training will allow students to secure high-paying, local jobs, and increase the labor pool for future mine operations.

Topics of Key Importance to Local Residents

<p>Local traffic and mine site access</p>	<p>Traffic frequency, size and travel path have all been identified as local concerns. As stated in our PFS, the mine will be accessed via Smelter Avenue from Mackay. This was decided after exploring several other access routes. No road upgrades are needed until reaching company property. The access roads will be wide enough for large trucks and designed for safe travel, including drainage systems and protective slopes. Transportation planning will focus on decreasing daily traffic as much as possible, by encouraging employee rideshare programs or facilitating a bus service from adjoining communities. These options will ease traffic congestion and potential parking problems. An independent geotechnical study was completed to better understand the road condition and durability. At the request of the City of Mackay, this study was funded by the Company.</p>
<p>Light</p>	<p>To decrease the impact of unnatural light we will fit light diffusers on all mine site equipment. Supply vehicles will travel through town during daylight hours only.</p>
<p>Noise</p>	<p>The mine site is located 2.7 miles in distance and 2,900 feet higher in elevation from Mackay, allowing sound waves to significantly dissipate. Simulated modelling indicates sound waves reaching town will have diminished to a level of 20 decibels, quieter than the sound of a human voice and within a 'barely audible range'.</p>
<p>Air quality</p>	<p>We will operate in compliance with current regulatory limits, which include carbon monoxide (CO), combustion produced nitrogen oxides (NOx), and breathable particulate matter (PM) emissions.</p>
<p>Seismic activity</p>	<p>Ground motion assessments indicate that that ground vibration will be minimal, if at all perceptible. Mackay Dam is 23,000 feet or 4.3 miles away from the mine site, and the study did not anticipate any ground movement near the dam as a result of blasting.</p>
<p>Water usage</p>	<p>The Empire Mine processing facility will be designed as a zero-discharge facility: we expect water losses due only to evaporation or ground absorption from dust suppression activities.</p>
<p>Water quality</p>	<p>In 2021 and 2022, a network of water monitoring wells were installed both down-gradient and cross-gradient of proposed operations to establish baseline ground water quality. These wells will provide continuous points of monitoring throughout the life of the mine.</p>

Topics of Key Importance to Local Residents

<p>Viewsheds</p>	<p>An independent study was completed to determine the effect from operations on the viewshed from several different angles. A comparison of the current view to the view on the last day of mining, prior to any reclamation work being done, i.e. before recontouring and revegetating. The simulations show a minimal visual impact. The skyline will not change, and the outline of the mountain will remain the same. The mineral processing facility will not be visible from Mackay.</p>
<p>Emergency services</p>	<p>There are limited emergency services in Mackay. Following consultation with local authorities, we anticipate the need to supplement costs for additional emergency services for up to three years following construction of the mine. Our goal is to provide adequate support to satisfy anticipated increase in population. The mine will have its own emergency response and firefighting capability at the open pit and processing facility and will not rely on the town's resources. However, these same trained individuals may volunteer for existing local volunteer emergency services.</p>
<p>Education and schools</p>	<p>The greater the number of students in the local school, the more revenue channeled to the school. The two schools in closest proximity to the mine have the capacity to double student count without impacting facilities or infrastructure. Increased state funding would allow for immediate investment in staff and/or equipment for the benefit of the students.</p>
<p>Local economy</p>	<p>We will be hiring and procuring locally whenever possible for our own operations, and will require our suppliers, including the mine construction firm, to do the same. Our goal is to hire a large portion of our workforce from Mackay, Challis, and Arco, giving residents the first option to apply. We will then advertise on a state-wide basis before extending our search to the Western US. This coming year, we will be working with KCAT to put into place a Vendor Handbook, Procurement Policy, and Hiring Procedure.</p>
<p>Controlled access fencing</p>	<p>Fencing of the mine operation will be required when we move into production. The fences will be constructed in such a way to protect people, wildlife, and cattle. Minimizing impact to wildlife migration and maximizing grazing on permitted land. We will continue to work with the local cattlemen to minimize impacts to their operations and improve local vegetation.</p>

Economic Development

The proposed mining operation will generate new jobs and create associated entrepreneurial opportunities. We frequently engage with local economic development groups, Lost Rivers Economic Development (LRED) and Butte County Economic Development (BCED) in Custer and Butte Counties, and are committed to finding further practical ways to support their activities. They partner with businesses and government while taking into account community interests on behalf of local residents.

We will engineer our project to accommodate other local activities such as tourism and community development.

In addition, we have interfaced with the local economic development groups for additional assistance in enhancing job creation, retraining programs, expansion of current business development initiatives.

Tribal Nations

We have mapped the indigenous territories and identified historical treaties to encompass the 1863 Fort Bridger Treaty and the Shoshone-Bannock Nation, and Cayuse, Umatilla and Walla Walla nations. The archaeological study has confirmed that no historical settlements or artifacts will be impacted by mining activities. However, our goal is to establish communication and ensure we are sensitive to cultural resources, should any be identified.

Employee Health & Safety

Employee health, safety, and well-being are our top priorities. The Company complies with all state and federal laws surrounding employment by making all employment opportunities open to any qualified individual, regardless of age, gender, race, or any other protected characteristic.

The Western USA has one of the most mobile workforces in the world. As a result, there is some competition amongst employers to attract employees with skills and experience. And one of the most effective ways of doing this is to provide a work environment which prioritizes employee health and well-being.

Idaho is a right-to-work state. Good business practices can maintain this healthy employee-employer structure. Understanding this culture will underpin the future management strategy.

Photo: Custer County career fair



Corporate Governance

Currently, the ESG&S Committee is one of three committees that oversee aspects of corporate governance on behalf of the Board, the others being the Audit Committee and the Remuneration Committee.

The Company complies with the Quoted Companies Alliance (QCA) code, which sets out 10 broad principles of good governance to ensure that we deliver medium and long-term value to our shareholders and that shareholders can express their views and expectations for the Company in a manner that encourages open dialogue with the board:

- Business Model and Strategy
- Understanding Shareholder Needs and Expectations
- Consider Wider Stakeholder and Social Responsibilities
- Risk Management
- A Well-functioning Board of Directors
- Appropriate Skills and Experience of Directors
- Evaluation of Board Performance
- Corporate culture
- Maintenance of Governance Structures and Processes
- Shareholder Communication

The Board will abide by the following policies:

- Share Dealing Policy
- Anti-Bribery and Corruption Policy

In addition, ahead of our move to production and in anticipation of the hiring of a large workforce, the Board has approved the following policies, the principles of which all current and future employees will be required to adhere to as a condition of employment:

- A Code of Business Ethics & Conduct, which includes guidelines on a respectful workplace, health and safety, business ethics and the need for sustainable practices at all levels of the organization.
- A Whistleblower Policy, which explicitly provides safeguards and protections for any individual(s) who reports on any activity or occurrence which compromises the health and safety of our employees or stakeholders, or on any activity which falls short of the high standards of personal and professional behavior expected of our employees.

We have also produced an Employee Handbook which provides detailed guidance to employees on their expected behavior, both in and out of the workplace and ultimately aligns employees with strong corporate governance. These policies and the Employee Handbook will be subject to periodic review and will be updated as required.

Climate Risk Identification and Management Process

We are actively addressing how our operations will mitigate changes in climate trends, including increased drought, heat waves, wildfires, winter rains, spring floods, and hailstorms.

We continue to be creative in finding solutions to global supply chain disruptions and shortages, as well as the increased costs of resources and materials.

We will continue to identify meaningful risks to our operation and ensure that we take adequate steps to mitigate these.

Independent Measurement & Verification via Digbee/Satarla

Maintaining the trust and confidence of our community and stakeholders requires a high level of transparency and accountability. For this reason, we have partnered with Digbee ESG, an ESG disclosure platform for the mining industry that simplifies reporting and rewards management action.

The Digbee ESG framework maps to all of the known global standards, including SASB, GRI, ICMM and TCFD. The information supplied to Digbee is independently verified by Satarla.

Corporate information is uploaded separately from project information, and each project is assessed independently, on its own merits.

Based on the information we provided, the Company has achieved an overarching score of A with a range of CC to AAA as of April 2024. Our corporate score was BB with a range of CC to A, and the Empire Mine Exploration Project achieved a score of A with a range of B to AAA.

Digbee ESG will shortly be scoring our third submission. When it is completed, the updated report will be available to view on our website.



Overarching positives and negatives



Positives

- PHOENIX COPPER LIMITED is active in the exploration and production of base and precious metals, and dedicated to supporting global electrification initiatives by providing essential metals for green technology development.
- With a rich history of exploration and mining activities, the EMPIRE MINE PROJECT stands as a well-established brownfields exploration, development, and mining site.
- To foster community engagement and collaboration, the Company has formed the Konnex Community Advisory Team (KCAT), comprising three members from Phoenix/Konnex and eleven independent local residents representing diverse backgrounds in municipal affairs, local business, entrepreneurship, land use, and citizenship. The committee has autonomously devised its own bylaws and appointed an independent facilitator.
- Due to the presence of previous mining activities within the project area, there is an opportunity to remediate existing historic sites.

Negatives

- There is a lack of substantial evidence demonstrating the implementation of industry-standard risk management processes by the Company.
- Formalisation of stakeholder grievance mechanisms is pending; there is room for improvement in transparency in dealing with stakeholders.
- Executive remuneration is not yet linked to ESG targets.

Conclusion

Our materiality assessment, as well as the work we have done with Digbee ESG, has provided us with a clear path towards improving mid to long-term Sustainability performance and outcomes. We are committed to continuing our environmental monitoring and extensive mitigation efforts, to maintaining trust and goodwill amongst our neighbors and to ensuring the health, happiness and well-being of our employees and all of our many stakeholders.

Suggestions, comments and feedback are always welcome, and may be emailed to the ESG team at esg@phoenixcopper.com.

Standards and Disclosures

Sustainability Accounting Standards Board

The Company decided that reporting in accordance with the Sustainability Accounting Standards Board (SASB) was appropriate for a company at our current stage of development.



Metals Mining Standard 2021 Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting metric	Category	Code	Page
Biodiversity impacts	Description of environmental management policies and practices for active sites	Discussion/analysis	EM-MM-160a.1	6-9
Community relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion/analysis	EM-MM-210b.1	10-13
Business ethics and transparency	Description of the management system for prevention of corruption and bribery	Discussion/analysis	EM-MM-510a.1	14-16
Security, human rights and rights of indigenous peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights and operation in areas of conflict	Discussion/analysis	EM-MM-210a.3	13

Task Force on Climate-related Disclosures

The TCFD recommends including climate-related financial disclosures in mainstream financial filings. These disclosures are structured around four operational areas: governance, strategy, risk management and metrics and targets.



Governance	Strategy	Risk Management	Metrics & Targets
Disclose Phoenix Copper's governance around climate-related risks and opportunities.	Description of environmental management policies and practices for active sites	Disclose how Phoenix Copper identifies, assesses, and manages climate-related risks.	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.
Describe the board's oversight and management's role in assessing and managing climate-related risks and opportunities.	Describe the climate-related risks and opportunities Phoenix Copper has identified over the short, medium, and long term.	Describe Phoenix Copper's processes for identifying and assessing climate-related risks.	Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (GHG) emissions, and the related risks.
Page 14-15	Page 6-9	Page 6, 17	Page 6-9, 17-18

The Company's oversight of climate-related risks is incorporated within the overarching goal of producing copper as sustainably as possible with as low a carbon footprint as possible, and this report explains in detail the numerous strategies we have adopted in order to achieve this. Concerns about climate change and the environment are propelling the global clean energy revolution, and this presents us with a significant opportunity because copper is so essential to this process.

United Nations Department of Economic and Social Affairs

The UN's 17 Sustainable Development Goals were adopted by all UN member states in 2015, and are a call to action to all countries to end poverty, promote economic growth, address pressing social needs such as health and education, and to protect the planet.



ESG & Sustainability Team



Catherine Evans

Chairman of ESG & Sustainability Committee

Catherine Evans, NED has over 20 years of experience in institutional investment sales in the UK, Europe, Hong Kong and South Africa. She started her career with a US brokerage firm before joining Pictet Asset Management, then spent 10 years working in alternatives, specifically hedge funds, before joining the founding team of Fundsmith as Institutional Sales Director. She has a BA from the University of South Africa in English and Psychology and has a MA from the University of Kingston.



Lenie Wilkie

ESG & Sustainability Program Lead

Lenie Wilkie was born and raised in Mackay, Idaho. She has an integral sense of values rooted in environmental care and social involvement. She is an active participant in the community using her skills and time for local economic and business development. She is both a regular volunteer and leader in the community. She has a Bachelor of Science degree in Corporate Training from Idaho State University.



Dennis Thomas

ESG & Sustainability Committee Member

Dennis Thomas, ACSM, FIMMM, Eurlng., CEng Advisor
Dennis Thomas is co-founder Phoenix Copper Limited. He has held senior management roles including CEO of Delta Pacific Mining plc and was a Non-Exec Director of Cariboo Gold, Gold, Ridge Resources, Rembrandt Gold Mines Limited and St Genevieve Resources. A graduate mining engineer from Camborne School of Mines.



Harry Kenyon-Slaney

ESG & Sustainability Committee Member

Harry Kenyon-Slaney has over 37 years of experience in the mining industry, principally with Rio Tinto. His experience spans operations, marketing, projects, finance and business development. He is chairman of Gem Diamonds Ltd, a non-executive director at Sibanye Stillwater Ltd and an Advisory Board member at Schenck Process GmbH. He is also a senior advisor to McKinsey & Company. He has an MSc degree in geology from Southampton University.

Appendix

Environmental Reports

The following environmental reports commissioned by Phoenix Copper can be found at <https://phoenixcopperlimited.com/projects/empire-copper-reserve-idaho/> :

1. 2019 Baseline Wildlife Survey Report
2. 2017 - 2018 Winter mammal survey
3. Empire mine soil survey report
4. Groundwater resource report
5. Baseline biological survey report

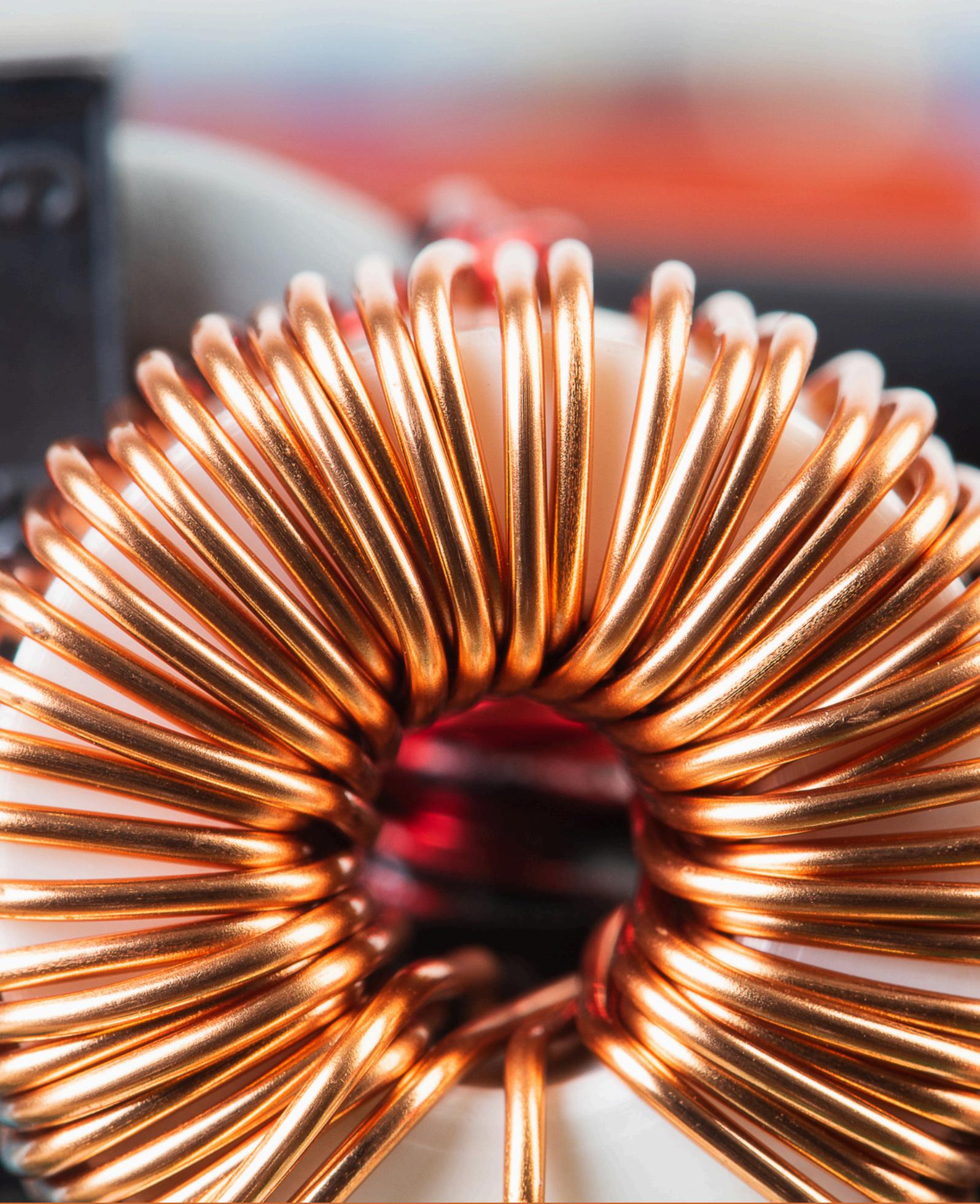
The following environmental reports commissioned by the Idaho Department of Environmental Quality pertaining to the impacts of historical mining at Empire can be found at <https://phoenixcopperlimited.com/responsible-mining/environment/> :

6. Alder Creek Mining District PA/SI

Employee Policies

The following corporate policies can be found at <https://phoenixcopperlimited.com/company/governance/> :

1. Whistleblower policy
2. Code of Conduct policy



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