Sustainability, Health, Safety, and Technical Committee Review: November 5, 2026
Board of Directors Approval: November 5, 2026

A. INTRODUCTION AND PURPOSE

The Board of Directors (the 'Board") of Western Copper and Gold Corp. (together with its subsidiaries, the "Company") will rely on the Sustainability, Health, Safety, and Technical Committee (the "Committee"), whose members will be approved by the Board, to assist the Board in fulfilling its responsibility to shareholders, potential shareholders, and the investment community with oversight and guidance of all aspects of the Company's technical, safety, health, environmental, and sustainability protocols, policies, and programs.

B. COMMITTEE COMPOSITION, ORGANIZATION AND PROCEDURES

1. The Committee will be comprised of a minimum of three directors, two of whom will meet the independence requirements of the relevant securities exchanges and regulatory agencies as may apply from time to time, including, without limitation, Rule 803A of the NYSE American LLC Company Guide. In addition, the Board shall have considered all factors specifically relevant to determining whether a director has a relationship to the listed company which is material to that director's ability to be independent from management in connection with the duties of a Committee member, including, but not limited to:

    a. the source of compensation of such Director, including any consulting, advisory or other compensatory fee paid by the Company to such Director, and

    b. whether such director is affiliated with the Company, a subsidiary of the Company, or an affiliate of a subsidiary of the Company.

2. The Committee members shall be approved by the Board at its first meeting following each annual shareholders meeting. If the Committee Chair is not designated by the Board, the members of the Committee may designate a Chair by majority vote of the Committee membership. The Board shall approve any change to the Committee's members.

3. The primary role of the Chair is managing the affairs of the Committee, including ensuring the Committee is properly organized, functions effectively, and meets its obligations and responsibilities as set out in this charter.

4. The Committee will meet at least twice annually or more frequently as circumstances dictate. Committee meetings may be held in person, by telephone conference, or by video conference. A majority of the members of the Committee present in person, by teleconferencing, or by videoconferencing will constitute a quorum.

5. All directors will be entitled to attend all Committee meetings, and therefore shall receive notice of any such meetings. The Committee may invite from time to time such persons as it may see fit to attend meetings and to take part in discussion and consideration of the affairs of the Committee. However, only Committee members may vote on issues to be presented to the Board.

6. The Chief Executive Officer (the "CEO") of the Company will be given notice of all meetings, will be provided with all materials provided to Committee members, and will be entitled to attend all Committee meetings.

7. The Independent Directors of the Committee will have an in-camera session at each meeting, without any member of management present, unless those Directors determine that such a session is not required.

C. POWER AND AUTHORITY

The Committee shall have:

1. the authority to conduct any investigation appropriate to fulfilling its responsibilities.

2. the right at any time to retain consultants or experts it deems necessary in the performance of its duties, at a compensation to be determined by the Committee. In particular, the Committee shall have the authority, with the prior approval of the Board, to engage or otherwise obtain the advice of and to compensate any outside consultant or other advisor, that it determines to be necessary or advisable in order to facilitate the execution of its duties, provided, however, that the Committee may select a consultant or advisor, only after taking into consideration all relevant factors, including independence.

3. direct responsibility for the appointment and oversight of the work of any consultant, advisor, retained by the Committee.

4. appropriate funding, as determined by the Committee, for payment of reasonable compensation to a consultant, or advisor retained by the Committee.

5. such other powers and duties as may be delegated to it from time to time by the Board.

D. DUTIES AND RESPONSIBILITIES

The Committee shall:

1. review and make recommendations, as appropriate, to Management and/or the Board, pertaining to the Company's strategies, policies, programs, and goals as they relate to technical matters, health, safety, environment, and sustainability, including, but not limited to, a better understanding of the interrelationships among biodiversity, emissions, effluents, water consumption and discharge, and waste management;

2. review and make recommendations, as appropriate, to Management and/or the Board with regard to the efficacy of technical studies and pertinent additional technical studies;

3. review and make recommendations, as appropriate, to Management and/or the Board pertaining to compliance with health, safety, environmental, social responsibility, and security matters;

4. confirm that Management diligently reviews issues and monitors trends regarding health, safety, environmental, social responsibility, and security matters, evaluates their potential impact on the Company, and pursues corrective measures and behaviors for improvement; and

5. monitor Management's risk-management processes related to technical, health, safety, environmental, and social responsibility matters, and confirm Management's effectiveness of risk assessment as well as the control of risk exposure.

E. DUTIES AND RESPONSIBILITIES – ADMINISTRATIVE

The Committee shall:

1. maintain minutes of meetings and periodically report to the Board on significant results of the Committee's activities;

2. review this Charter at least annually and submit it to the Board for approval;

3. annually evaluate the Committee's performance and report findings to the Board; and

4. perform any other activities consistent with this Charter, the Company's documents, and governing law as the Committee or the Board deems necessary or appropriate.