

ALEXCO RESOURCE CORP.

ENVIRONMENTAL, HEALTH, SAFETY & TECHNICAL COMMITTEE CHARTER

GENERAL

The Environmental, Health, Safety & Technical Committee (the "**Committee**"), under the supervision of the Board of Directors of the Company (the "**Board**"), has overall responsibility for: (i) developing and monitoring standards for ensuring that Alexco Resource Corp. and each of its subsidiaries (collectively, the "**Company**") maintains a safe and healthy work environment; (ii) the protection of the environment; and (iii) reviewing the Company's technical work.

COMPOSITION

The Committee shall be comprised of a minimum of three (3) directors of the Company, at least two (2) of which shall be "independent" as defined in section 1.4 of National Instrument 52-110 – *Audit Committees*. Upon resignation of a member of the Committee, such vacancy shall be filled by appointment by the Board as soon as practical. The Committee Chair shall be designated by the Board from amongst the Committee members.

MEETINGS

The following are the meeting requirements of the Committee:

- (a) the Committee shall meet in person or by conference call as frequently as necessary to carry out its responsibilities under this Charter, but in any event not less than once per year;
- (b) with the assistance of the Corporate Secretary of the Company, the Committee Chair shall be responsible for calling the meetings of the Committee (the "**Committee Meetings**"), establishing meeting agenda with input from management and supervising the conduct of such meetings;
- (c) the minutes of all Committee Meetings shall be recorded by the Corporate Secretary of the Company or such other person as appointed by the Committee Chair;
- (d) a majority of Committee members will constitute a quorum for conducting business at a Committee Meeting; and
- (e) the Committee may request any officer or other employee of the Company, or any representative of the Company's legal counsel or other advisors, to attend a Committee Meeting or to meet with any members or representatives of the Committee.

RESPONSIBILITIES

Subject to the powers and duties of the Board, the Board hereby delegates to the Committee the following powers and duties to be performed by the Committee on behalf of and for the Board.

The Committee shall oversee management with a view to ensuring that management:

- (a) develops and oversees work practices that provide safe, healthy working conditions for all Company personnel (which includes contract employees) and comply with all applicable occupational health and safety laws and regulations;

- (b) provides training, instruction and equipment to personnel so they may carry out their work in a manner that is safe for them and their fellow workers;
- (c) is familiar with applicable statutory requirements and trends and evaluates the Company's compliance with such requirements;
- (d) assesses environmental risks and the Company's management of such risks;
- (e) reviews and evaluates the performance of the Company with regard to the impact of health, safety, environmental decisions and actions upon employees, communities and other parties, and assesses the impact of such decisions and actions on the reputation of the Company;
- (f) reviews variances and non-compliance in relation to environmental, health and safety issues; and
- (g) ensures that good business practices exist in order that the Company meets or exceeds its legal requirements concerning environmental, health and safety practices.

The Committee shall also review the adequacy, practices, integrity, and compliance of the Company's technical work and matters, especially its geological, geotechnical and engineering work, with respect to relevant laws, regulations, internal policies and standards, and responsibilities.

The Committee shall report to the Board, as appropriate, on matters surrounding compliance or material non-compliance with environmental, health, safety and technical policies and related matters, together with any other significant matters it has addressed and which are within its responsibilities pursuant to this Policy.

The Committee shall also make recommendations to the Board as required.

The Committee shall also have such other powers and duties as are delegated to it by the Board.

EFFECTIVE DATE

This Environmental, Health, Safety & Technical Committee Charter was updated and adopted by the Board effective March 13, 2019.