

Version 02: effective; approved by the Board of Directors on 13 Mar 2024

Version 01: outdated; approved by Board of Directors on 28 Jan 2022

INTRODUCTION AND PURPOSE

We believe that a healthy and safe work environment is at the core of our corporate principles and values, being a prerequisite for the smooth operation of the Group.

Our commitment to a safety culture extends beyond health and safety work conditions to the physical and psychological health and wellbeing of our employees.

The purpose of this occupational health and safety policy (the **"Policy"**) is to set out the core principles that we defined as crucial in day-to-day activity for ensuring a healthy and safe work environment, eliminating hazards, reducing health and safety risks, promoting the physical and psychological health at the workplace and raising awareness among employees and others who may be affected by our business-related activities.

The Policies General Principles (P01.1) are incorporated by reference and are outlined below.

POLICY STATEMENTS

Occupational health and safety (OH&S) management system. We are committed to offering good health, safety and welfare conditions to all our employees, continuously improving our safety management framework, systems and processes and never sacrificing safety for expedience.

We pursue our stated goals by striving to meet and exceed all obligations under applicable legislation, relevant international standards and voluntary commitments undertaken by Elementum and by fostering an enthusiastic commitment to health, safety and the environment among our employees, contractors and others.

Our integrated management system (IMS) provides a structured implementation of the ISO 45001:2018 OH&S management system by:

- a) ensuring that the OH&S management system is an integral part of IMS and core operations, meets legislation requirements and stakeholder expectations, be they shareholders, employees, customers or society at large;
- b) encouraging both management commitment and employee involvement to allow consolidation of the culture and reinforcing the importance of OH&S within the organisation;
- c) including OH&S strategies in the annual business planning process and setting annual measurable OH&S objectives for all operations to ensure an OH&S culture, continuous improvement and compliance with requirements;
- d) identifying, assessing and controlling OH&S risks and opportunities from known causes of occupational injury and ill health associated with workplace processes and the working environment, investigating cases of work-related injuries and ill health to prevent recurrence;
- e) providing facilities, equipment, resources and services to enable employees to perform their duties safely;
- f) performing internal and external audits and validation of OH&S systems, procedures and performance through analysis of organisational data and benchmarking with industry peers; and
- g) communicating and sharing successful practices and lessons learned from incidents, to continually raise awareness and act preventively.

Employee OH&S competency. At Elementum, all employees are part of the commitment to health and safety. We expect all of them to be aware of such commitment and assume responsibility for maintaining and safeguarding health and safety conditions in their work environments.

To ensure that all employees at every level of the organisation understand and commit to OH&S principles and support a "zero harm" culture, we:

- a) develop employee OH&S competency through effective training and leadership in line with position accountability and responsibilities, including individual obligations to personal safety;
- b) provide a mechanism for consultation and participation of employees in the decision-making process relating to health and safety initiatives; and
- c) align the requirements of OH&S with all other business objectives, reflect OH&S expectations within position descriptions and ensure that they are subject to performance measurement programs.

GENERAL PRINCIPLES FOR INTERNAL POLICIES

These General Principles for Internal Policies (the “**Principles**”) apply to all policies of Elementum Energy Limited unless the relevant policy includes an express derogation from the Principles approved in accordance with the terms of these Principles.

Our commitment. Elementum Energy Limited and its subsidiaries (“Elementum”, the “Group” or “we”) commit to powering a transition to a carbon-free society with affordable, reliable, sustainable and modern energy-production technology and ensuring that our environmental, societal, economic and governance decisions benefit future generations.

SDGs 7 & 13. We believe that fulfilling our commitments helps to address the global challenges and achieve the UN Sustainable Development Goals (SDGs). Elementum embeds the SDGs in its business strategy with SDG 7 ‘Clean Energy’ and SDG 13 ‘Climate Action’ as our key goals.

Purpose. The policy sets out general principles to ensure that all Elementum's corporate activities are carried out in a sustainable way, contributing to the achievement of the SDGs, and rejecting actions that contradict or hinder them.

The general principles and set forth in the Policy are further developed and specified in specific environmental, social and corporate governance procedures and other documents.

Reporting. We are committed to reporting on our sustainable development policies, goals and progress, striving for the prudent practices to continually improve our sustainability performance and contribute to a more sustainable future.

We commit to transparently reporting our ESG performance to the public, institutions and other stakeholders in the Elementum's sustainability reports.

Application. The Principles apply to all employees of Elementum, regardless of their department and the position they hold as well as to outsourced staff.

Where Elementum participates in existing joint ventures as a non-controlling shareholder, the other shareholder(s) must be made specifically aware about the significance to Elementum of the Principles and shall be encouraged to apply the same policy or a similar standard to the joint venture.

Deviations. No exemptions from the policy can be granted unless well documented and there are exceptional circumstances or the policy is obviously not applicable.

Policy Revision. The policy must be regularly reviewed in order to ensure its continued adequacy and relevance. It may be amended at any time with the approval of Board of Directors. In the event of any discrepancies between the English version of the Principles and a translated version, the English version will prevail.