

Health & Safety Policy

Purpose

Bhumi Group (“Bhumi”) is committed to achieving excellence in Health and Safety (H&S) management.

Our goal is to minimise safety and health impacts of our operations by eliminating unsafe work conditions either on-site or off-site.

Scope

This policy is applicable to all Bhumi companies, including subsidiaries, joint ventures, mining sites, licenses, partners, corporate offices, and research facilities. This policy is also applicable to all Bhumi employees, contractor employees, business partners, suppliers, and others with whom Bhumi does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects and mines, covering stages from exploration and planning to evaluation, operation, and closure.

Objectives of the Health & Safety Policy

Bhumi will strive to:

- Comply with applicable national, regional, and local H&S regulations and statutory obligations as well industry best practices. In the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used.
- Develop, implement, and improve H&S management systems, with our commitments and values and consistent with world class standards.
- Set targets and objectives to avoid, reduce or mitigate H&S related impacts on people.
- Prevent injury and ill-health to employees and business partners by eliminating hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
- Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
- Incorporate appropriate H&S criteria for all business decisions including the planning, operationalization, and closure of the projects.
- Conduct regular H&S review of the projects to identify, prioritize, assess, and take effective actions for mitigating the potential H&S risks.
- Drive continuous H&S improvement through setting and reviewing targets using appropriate best available practices and technology.
- Review performance against the policy on a periodic basis to ensure management of water as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- Ensure training for all employees training to emphasize the importance of maintaining a safe and healthy workplace.
- Promote a positive H&S culture through effective communication, participation and consultation with employees and business partners.
- Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for H&S matters.
- Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- Drive positive healthcare outcomes for our employees, business partners and the local community.
- Communicate to all our stakeholders on the progress and performance of H&S management.



Responsibility & Review

This policy is part of the Bhumi Sustainability Framework and each Bhumi business shall implement this policy. The Business Head will be responsible for controlling and full implementation of the policy and associated standards. The Board ESG Committee will review this policy annually and recommend appropriate revisions as may deem necessary.

A handwritten signature in blue ink, consisting of several fluid, connected strokes.

Authorized Signatory
CEO
Bhumi Ventures L.L.C-FZ, Dubai

Date: 14.10.2025