



HEALTH AND SAFETY POLICY

AMAROQ LTD. ("Amaroq" or the "Company")

Safety is a core Company value and safe working is an integral part of how we plan, organise, and undertake our business activities and operations, being our first consideration in every action we take.

Amaroq is confident that all injuries at our operations are preventable, and we strive to provide a working environment which ensures the health, safety and welfare of all employees, contractors, visitors, and members of the community who may be affected by our activities.

This Health and Safety Policy (the "Policy") reflects the Company's dedication to recognising that everyone has a right to work in a safe and healthy environment.

Scope:

This Policy applies to all personnel of the Company and all of its subsidiaries, affiliates, joint ventures and any other entity controlled by the Company, including every director, officer, employee, consultant and contractor (the "Personnel").

Goal:

We aim to prevent accidents, injuries, and occupational illnesses by implementing robust health and safety management systems and fostering a culture of proactive risk mitigation. The Company's objective is to ensure compliance with applicable local health and safety laws, regulations, and standards related to our operations.

The Company is committed to the goal of Zero Harm and aims to eliminate all accidents and potential hazards and reach our objective of zero injuries. Achieving this requires the full understanding of everyone in the organisation of their safety responsibilities and their commitment to fostering a proactive safety culture, based on a duty of care for oneself, one's co-workers and members of the community.

We strive to educate each employee in safe working practices appropriate to their roles and responsibilities, and through this education it is envisaged that they will work together in a safe manner. We select contractors that are adequately trained and competent in health and safety management.

It is the responsibility of management to lead by example, to ensure that all employees and contractors are motivated to comply with the safety policies and procedures, and that they are made aware of applicable policies and legislation. Management shall be kept fully informed of the impact that activities under their control have on health and safety, and

take corrective action as appropriate.

Equally all employees and contractors have a legal responsibility to co-operate in implementing the safety policies and standards as required by the safety management system.

The Company is committed to providing:

- A safe place of work and healthy working environment for all our employees and contractors promoting best work practices;
- A system to manage and control health and safety in the workplace where performance is continuously monitored, measured, reviewed, and improvements implemented as required;
- Comprehensive risk assessments to identify and evaluate hazards associated with our activities;
- Relevant consultation, information, instruction, training, and supervision for all employees in order that they can carry out their tasks in a safe manner with no danger to themselves or others who may be affected by their work;
- Training so that employees and contractors can recognise and control hazards in the workplace, assess risks arising, and implement suitable controls;
- Effective emergency response plans that will be developed, communicated, and regularly tested to address potential emergencies;
- Access to supply of all personal protective equipment (PPE) considered necessary and relevant by the Company;
- Thorough investigation and recording of all incidents with the aim of preventing reoccurrence;
- The Company will disclose in its Annual Report and/or Sustainability Report the key health & safety performance indicators that are material to understanding our risk profile and safety culture.

The health and safety management system will be periodically reviewed and improved based on performance indicators, feedback, lessons learned, evolving regulatory requirements and best practices. Regular communication, consultation, and involvement of employees and relevant stakeholders will be encouraged to foster a positive safety culture. A report on the Company's health and safety performance will be submitted to the Technical, Safety and Sustainability Committee monthly and this Policy will be reviewed annually by the same Committee.

APPROVED BY THE BOARD OF DIRECTORS ON 21 JULY 2026