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## ENVIRONMENTAL, HEALTH AND SAFETY POLICY

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Meridian Mining Plc (formerly, Meridian Mining UK Societas) (the “Company”) is committed to protecting the environment, as well as the health and safety of its directors, officers, employees and consultants (“Representatives”), and the communities in which it conducts its activities. To this end, the Company will act in a manner that places concern for the environment, health and safety of its Representatives and the communities in which it operates at the forefront of its policies and decisions and will continually seek ways to improve its performance. The Company will:

- (a) comply with applicable environmental, health and safety laws and regulations of the jurisdictions in which it conducts its activities and shall consider compliance with the law to be the minimum standards;
- (b) evaluate each of its activities in terms of the potential impacts and risks for the natural, human and social environments, with the goal of prevention and protection;
- (c) design and use its facilities with proven technologies and the most efficient techniques in order to minimize the impact and risk to the environment and to the health and safety of people, while keeping in mind the concerns of the community;
- (d) implement and maintain emergency action plans, including communication and crisis management, to mitigate the effects of unforeseen events;
- (e) ensure the conservation and reasonable consumption of natural resources and consumable goods, such as energy;
- (f) ensure that its Board of Directors stays informed about the performance of the environmental management system in place, and above all, that performance is continually improved;
- (g) implement monitoring programs and conduct periodic audits, applying any necessary corrective measures in a manner that improves the Company’s environmental performance and leads to the lowest accident rates;
- (h) review, monitor and participate in research and development programs to improve management and processes;
- (i) provide and maintain safe and healthy working conditions and follow operating procedures that safeguard its Representatives and the communities in which it conducts its activities;
- (j) promote a health and safety culture where all Representatives understand and take responsibility for their own safety and that of their fellow workers;
- (k) provide the necessary training and conduct periodic assessments to ensure that Representatives have knowledge and skills adapted to their functions;
- (l) ensure that contractors, suppliers and visitors adhere to the policy’s requirements while within its facilities and when performing work for it; and
- (m) inform Representatives about the policy, programs and procedures, and the crucial roles they must fulfill



to ensure their successful implementation.

All levels of the Company's management are committed to the development, implementation, maintenance and continual improvement of the environmental, health, and safety programs. The Company believes it is the responsibility of management to set the expectations and assure adherence to Company policy and applicable laws, and will act accordingly. Management will ensure that environmental, health and safety policies, programs, and performance standards are an integral part of our planning and decision-making. The Company will contribute constructively to shape public policy that is based on sound business principles and realistically achievable goals.

The Company's Representatives are responsible and accountable for compliance with this Policy and have an obligation to report all environmental, health and safety incidents to the CEO of the Company upon learning of their occurrence. The CEO will report it to the board of directors in a timely manner that is reflective of the severity of the incident. The CEO will assign responsibilities and follow up procedures together with the board of directors as considered necessary.

The policy is available to the public and will be provided to all our Representatives via written communication, meetings and/or other means as appropriate. The Company will require its Representatives at all levels to follow environmental, health, and safety procedures appropriate to their function, and encourages its Representatives to participate proactively in its environmental, health, and safety programs.

**Adopted April 13, 2022**  
**Updated March 13, 2024**