

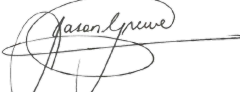



PT MERDEKA BATTERY MATERIALS TBK

OCCUPATIONAL HEALTH & SAFETY POLICY

MBM-SUS-POL-001

| REV. | PREPARED & APPROVED OHS Compliance Manager | REVIEWED & APPROVED Sustainability | APPROVED Vice President Director PT MBM | APPROVED President Director PT MBM |
|------|--|--|---|--|
| 2.0 | Deddy Mustika | Ali Sahami | Jason Greive | Devin Ridwan |
| | Sign:  | Sign:  | Sign:  | Sign:  |

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I. PURPOSE

The purpose of this policy is to serve as a guideline for PT Merdeka Battery Materials Tbk and its subsidiaries in creating a safe and healthy working environment to prevent occupational accidents, illness, or dangerous occurrences, and to promote everyone's responsibility for occupational health and safety to achieve our Goal: Everyone Safe, Always.

II. SCOPE

This policy is applicable to PT Merdeka Battery Materials Tbk and subsidiaries under its operational control (hereinafter shall be referred to as "MBM") and its business partners. We will work together and encourage our joint ventures and business partners, that are not within our operational control, to align their practices with this policy.

III. COMMITMENT

We are committed to:

1. Providing a safe and healthy working environment to prevent occupational accidents, illness, or dangerous occurrences.
2. Complying with applicable Government regulations, Good Mining Practice, Our Critical Risk Standards, our Health & Safety Procedures, and other relevant requirements.
3. Establishing plans based upon occupational health and safety (OHS) objectives originating from risk and opportunity assessments, OHS performance, and management system reviews.
4. Implementing risk and opportunities management programs to identify, evaluate, and manage risks to as low as reasonably practicable (ALARP) and to enhance improvement opportunities.
5. Implementing management systems that will contribute to achieving safe and efficient productivity, prevent asset damage, and avoid production interruptions. The management system shall cover all operational activities, processing operations, and support functions including procurement, installation and maintenance of equipment and infrastructure, emergency response preparedness, contractor management, and evaluation of technical studies.
6. Openly communicating with employees and stakeholders to ensure they have an opportunity to express any matters that may affect their health and safety.
7. Providing the necessary training and resources to ensure the workforce and other relevant stakeholders including technical personnel are capable and competent to carry out their duties.
8. Continuously improving OHS standards and practices through proactive measures that include inspections and audits, observations, OHS meetings, and management reviews on performance trends and OHS management systems.
9. Ensuring open communication, participation, and consultation with employees, contractors, and other relevant stakeholders to promote compliance, implementation, and continual improvement of our OHS Management Systems.
10. Encouraging healthy lifestyles, educating, and monitoring fit-for-work programs, to preserve the workforce's physical and mental health towards reducing the risk of incidents related to illness.
11. Ensuring all significant incidents and dangerous occurrences are promptly reported and investigated and the appropriate corrective actions are implemented to prevent recurrence.

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IV. RESPONSIBILITY AND OVERSIGHT

Everyone (workers) is responsible for implementing the Occupational Health & Safety Policy ("Policy") programs. The implementation of the Policy is monitored by the Head of Sustainability and/or Head of Risk and Compliance and each subsidiary's General Manager and/or KTT.

The Board of Directors oversees the implementation of the Policy, which includes evaluating performance reports on the implementation of the Policy received from the head of Sustainability and/or head of Risk and Compliance and each subsidiary's General Manager and/or KTT periodically.

V. TRAINING AND REPORTING

MBM will communicate this Policy along with its requirements to both internal and external stakeholders, including enhancing understanding and providing specialized training on each program if necessary.

The implementation of this policy is communicated to our stakeholders regularly through various relevant channels, including within MBM's Sustainability Report.

VI. REFERENCES

The development of this policy was guided by the following documents:

1. Government Regulation No.50/2012 - Occupational Health & Safety Management System Implementation.
2. Decree of the Director General of Minerals and Coal No: 185.K/37.04/DJB/2019 - Technical Guidelines for the Implementation of Mining Safety and the Implementation, Assessment, and Reporting of Mineral and Coal Mining Safety Management Systems.
3. ISO 45001:2018 - Occupational Health & Safety (OHS) Management System.
4. MBM-SUS-POL-004 – Risk and Opportunity Management (ROM) Policy, PT Merdeka Battery Materials Tbk.

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REVISION HISTORY

| Revision | Date | Description |
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| 1.0 | 01/05/2023 | First Issue for Implementation |
| 2.0 | 17/10/2023 | Changing in policy structure, adding content, and changing in signatories |