

HEALTH, SAFETY AND WELLBEING POLICY



At Perseus, our mission is for everybody to go home safe and healthy every day through our commitment to creating a zero harm work environment. To achieve this:

- Our health, safety and well-being approach is driven by a culture of care, trust and respect at all levels of the organisation, underpinned by our core values and driven by the principle that both physical and psychological safety are fundamental to how we work.
- At Perseus, the Board of Directors holds ultimate responsibility for setting the strategic direction on health, safety and well-being, ensuring robust governance and oversight. The Managing Director and CEO and the Executive Team are accountable for integrating these commitments into business decision-making, providing resources and driving continuous improvements.
- All Perseus and Contractor leaders are accountable for health and safety performance and will be highly visible and engaged in the workplace to model expected safety behaviours.
- Everyone is expected to take personal responsibility for their own and their teammates' health, safety and wellbeing, including their psychological safety.
- Everyone is empowered to speak up and act without fear of retribution, for themselves and their teammates, and is empowered to refuse unsafe work.
- We consult and engage with our employees and their representatives to gain their feedback and support as well as drive continuous improvement.
- We partner with key stakeholders to deliver education, awareness, mitigation and other programmes to drive improved health and safety outcomes for our employees, contractors and host communities.
- We fulfil all employer and employee duty of care obligations, complying with applicable health and safety laws, regulations, standards and other requirements in the countries in which we operate.
- Everyone is expected to adhere to approved health and safety standards, procedures and instructions, including fitness for work requirements and fatigue management requirements.
- We promote wellbeing and healthy lifestyles through education and access to on-site healthcare professionals and maintain asset-level primary, occupational and emergency medical capacity for all employees and contractors.
- We ensure that all workers have the appropriate skills, knowledge and certification to perform their work safely and will verify competencies on a regular basis.
- We provide access to the required personal protective equipment to our employees and, where applicable, to our contractors, suppliers and other business partners.
- We develop emergency response plans in line with internationally recognised practice, in consultation with local authorities and potentially affected people.
- We develop, implement and maintain risk-based health and safety management systems and work practices based on internationally recognised standards, with an emphasis on identifying, eliminating, preventing and reducing critical health and safety risks.
- We monitor the impact of our operational activities on the health and safety of our employees and contractors, conduct regular internal and third-party reviews and take corrective actions where necessary.
- We implement a structured contract health and safety assessment process, ensuring alignment with Perseus's health and safety standards before and during engagement.
- We set health and safety targets to drive accountability and performance and we will accurately and transparently report health and safety management approach and performance.
- We recognise and celebrate success in health and safety with our employees and contractors.

The scope of this Policy is global. It applies to all directors, officers, employees and any third-party workers of Perseus or any entity that is controlled or managed by Perseus. It is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operation and closure.

REVIEW AND AMENDMENT OF THE POLICY

Perseus's Sustainability Committee will review this Policy periodically and update it as required.

Last updated:

22 January 2026

Approved by:

Sustainability Committee

Board of Directors of Perseus Mining Limited



Craig Jones
Managing Director and CEO