PENSANA Plc

POLICY

HEALTH AND SAFETY POLICY

Published on: 12 November 2026
Version Number: 2

GROUP POLICY
for
HEALTH AND SAFETY

1. SCOPE

1.1 This document is the Health and Safety Policy for Pensana Plc.
1.2 For the purposes of this policy, 'employee' includes any consultant or contractor to the Company.

2. STRUCTURE

2.1 Pensana subsidiaries are expected to follow their own governance and policy implementation processes to ensure alignment with this Policy
2.2 Each subsidiary shall produce its own documentary procedures to demonstrate effectiveness of its management systems and shall conduct its own external assurance programmes to achieve ISO45001 health and safety certification
2.3 This policy shall be applied to Pensana (and subsidiary) operations, within on-site contractors, and where relevant and subject to suitable risk assessment, within our procurement and supply chain activities.

3. STRATEGY

3.1 This policy shall align to the company's delivery of the Pensana Blueprint for Sustainable Rare Earths - The ESG strategy for the development of the world's first independent and sustainable rare earth supply chain

4. LEADERSHIP

4.1 The Board shall be responsible for the content and leadership of this policy
4.2 The Pensana Plc Chief Executive Officer (CEO) shall be the senior leader responsible for the effectiveness and implementation of health and safety management systems for the business, including the setting of relevant objectives.
4.3 The Pensana Plc Chief Executive Officer (CEO), or their nominee, shall be responsible for the delivery and upkeep of this policy.

5. COMMITMENTS

5.1 Pensana aims to ensure our workplaces are safe for all and our colleagues are offered all the necessary requirements to attend work safely and in good health. We will aim to deliver a world-class health and safety system across all our operations which will be externally accredited to ISO45001.
5.2 The Company's objectives are to:
5.2.1 Meet statutory requirements in the jurisdictions in which we operate
5.2.2 Eliminate hazards and reduce health and safety risks as far as is reasonably practicable
5.2.3 Develop transparent and traceable metrics and measurements to demonstrate Pensana's health and safety performance
5.2.4 Foster a culture of continual improvement amongst its staff and with respect to the development of relevant health and safety management systems

5.2.5 Encourage training and education of employees in relation to their roles and responsibilities in health and safety management and the business' wider health and safety risks

5.2.6 Deliver the strategy defined by the Pensana Blueprint for Sustainable Rare Earths

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POLICY APPROVAL

Signed by Pensana Plc CEO: …………. **Date:** 12 November 2026

Name: Tim George