

Health, Safety and Wellbeing Policy

Jupiter Mines Limited (**Jupiter**) aims to be the leading manganese producer in the world, with a reputation for reliability, responsibility and robust returns. To do this, we have instilled a core value:

Safety First, Always

Caring for each other is at the heart of how we work. It's about making thoughtful choices that prioritise safety and wellbeing, so that everyone feels valued, protected and supported.

Jupiter is committed to managing its activities in such a way that we minimise risk to safety and wellbeing of our employees and contractors. Jupiter will comply with all occupational safety and health legislation in the jurisdictions in which it operates.

All directors, employees and contractors at Jupiter have a duty of care under occupational safety and health legislation, and at common law, to ensure the health and safety of themselves and everyone around them by working in a safe manner by complying with all relevant policies and procedures. All personnel must also act in a manner that reflects our Code of Conduct and Ethics, and our values.

To achieve this, Jupiter will :

- Implement and maintain a health, safety and wellbeing management system that will be used to continually improve health, safety and wellbeing performance and monitor the effectiveness of this policy;
- Provide training, guidelines and advise employees and contractors on Jupiter requirements to undertake their task safely;
- Provide the opportunity for all employees and contractors to manage risks in their work area by participation in the development of safety and health work practices and in the identification of hazards;

Directors and Officers of Jupiter have a positive duty to exercise 'due diligence' to ensure that Jupiter complies with its health and safety obligations, for which they can be held personally liable.

This Policy applies to all people employed by Jupiter, its subsidiaries, any contractors or visitors interacting in or with our business. Jupiter encourages the participation and feedback of everyone in all matters relating to safety, and commits to providing adequate resources and communication to enable the effective implementation of this Policy.

This Policy is subject to annual review by the Remuneration and Nomination Committee, with any material changes recommended to the Board of Directors for approval.

Authorised for release by the Board of Jupiter Mines Limited

24 June 2026