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HEALTH AND SAFETY POLICY

健康和安全政策

In the event of any discrepancies, the English version of the guidelines shall prevail. The chinese translation is provided for reference purposes only.

如有任何差异，应以政策的英文版本为准。中文译本只供参考之用。

1 PURPOSE 目的

At AMG Critical Materials N.V. and its group companies (“**AMG**”) people are our greatest asset: nothing is more important to AMG than the safety, health and well-being of our workers and their families. Therefore, “*We act Safely*” is one of AMG’s core Values.

在AMG关键材料有限公司及其集团公司（“AMG”），员工是我们最大的资产：对AMG来说，没有什么比员工及其家人的安全、健康和幸福更重要。因此，“我们安全行事”是AMG的核心价值观之一。

AMG commits itself to provide a healthy and safe working environment for all employees, contractors working on its premises and for those hired by AMG further along the supply chain. This commitment enhances our standing as a responsible and attractive business partner and employer of choice, and improves our productivity. This Health and safety policy (“**Policy**”) is designed to address material impacts, risks, and opportunities (IRO) linked to health and safety (“**H&S**”) at AMG.

AMG致力于为所有员工、在其场所工作的承包商以及AMG在供应链上进一步雇用的人员提供健康和安全的工作环境。这一承诺提高了我们作为一个负责任和有吸引力的商业伙伴和雇主的地位，并提高了我们的生产力。本健康与安全政策（“政策”）旨在解决与AMG健康与安全（“H&S”）相关的重大影响、风险和机会（IRO）。

2 SCOPE AND APPLICABILITY 适用范围及适用性

This Policy applies to AMG and all its group companies and extends to service providers, suppliers and temporary workers. All employees are expected to exhibit conduct that reflects this Policy during work, when representing AMG, on or off the work site.

本政策适用于AMG及其所有集团公司，并延伸至服务提供商、供应商和临时工。所有员工在工作期间，无论是代表AMG，还是在工作现场外，都应表现出反映本政策的行为。

AMG is firmly committed to full compliance with all local and national rules and regulations applicable to AMG’s group companies. Where the requirement of domestic legislation are stricter than this Policy, the relevant stricter or additional rules of such domestic legislation shall prevail.



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AMG坚定地承诺完全遵守适用于AMG集团公司的所有地方和国家法规。国内立法的要求比本政策严格的，以国内立法的有关更严格或附加的规定为准。

3 ROLES AND RESPONSIBILITIES 角色和职责

- The Management Board has adopted this Policy and is accountable for its implementation. It shall review this Policy and the implementation of this Policy regularly in consultation with the Supervisory Board.
- 管理委员会通过了本政策，并对其实施负责。它应与监事会协商，定期审查本政策及其实施情况。
- AMG group companies are responsible for developing business-specific guidelines that align with this Policy and health & safety issues related to their operations.
- AMG集团公司负责制定与本政策相一致的业务特定指导方针，以及与其运营相关的健康和安全问题。
- AMG, its employees, and contractors are collectively responsible for safety and compliance with all relevant regulations and standards, prioritizing health and safety and, understanding the hazards and controls associated with their work-related activities. We do so by listening to and understanding health and safety issues, while supporting each other to work in a safe and healthy manner.
- AMG、其员工和承包商共同负责安全，遵守所有相关法规和标准，优先考虑健康和安全的，并了解与工作相关的危害和控制措施。为此，我们倾听和理解健康和安全问题，同时相互支持，以安全与健康的方式工作。
- All employees are required to promptly report any health and safety incidents or issues. In case of immediate danger, employees should take the necessary actions to mitigate risks, provided they are trained and authorized to do so.
- 所有员工都必须及时报告任何健康和安全的或问题。在紧急危险的情况下，员工应该采取必要的行动来降低风险，只要他们受过培训并被授权这样做。
- The corporate Environmental, Health, Safety & Sustainability (“EHSS”) department is responsible for overall policy implementation and compliance and group-wide monitoring and reporting.
- 公司环境、健康、安全和可持续发展（“EHSS”）部门负责整体政策的实施和遵守，并在集团范围内进行监测和报告。
- Onsite EHSS managers are responsible for day-to-day implementation and oversight in their respective areas, including communication of significant Policy updates.
- 现场EHSS经理负责各自区域的日常实施和监督，包括重要政策更新的沟通。

4 AMG’S COMMITMENT TO HEALTH AND SAFETY 我们对健康和安全的承诺

AMG is dedicated to fostering a safe work environment through a range of commitments:



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AMG致力于通过一系列承诺营造一个安全的工作环境：

- **Management systems:** AMG's business conform to the highest standards which includes internationally recognized standards such as ISO 45001 occupational health and safety management systems.
- **管理体系：** AMG的业务符合最高标准，包括国际公认的标准，如ISO 45001职业健康和安全管理。
- **Target setting:** Each business unit annually identifies or recommits to targets and initiatives aligned with strengthening the safety culture and improving safety-related performance.
- **目标设定：** 每个业务部门每年确定或重新承诺与加强安全文化和提高安全相关绩效相一致的目标和举措。
- **Integration in HR processes:** We empower and demand that employees work safely, integrating H&S performance evaluations into relevant staff appraisals and reward systems accordingly.
- **整合人力资源流程：** 我们授权并要求员工安全工作，将H&S绩效评估整合到相关的员工评估和奖励体系中。
- **Transparency:** We assess and communicate performance metrics and targets, aiming for a Lost Time Injury Rate (LTIR) of zero.
- **透明度：** 我们评估和沟通绩效指标和目标，旨在实现零失时工伤率（LTIR）。
- **Training:** We train the relevant employees in their safety-related responsibilities, using clear and multilingual instructions and information.
- **培训：** 我们使用清晰的多语言指导和信息，对相关员工进行安全相关职责的培训。
- **Contractors:** We require contractors to manage H&S programs related to work at AMG sites in line with this Policy and the guidelines of the respective AMG group.
- **承包商：** 我们要求承包商按照本政策和各自AMG集团的指导方针管理与AMG工厂工作相关的H&S计划。

5 MONITORING AND GRIEVANCE 监督和申诉

5.1 Due diligence 尽职调查

We systematically identify, assess, remediate, and manage H&S risks in our operations, adhering to the standards set by our H&S management systems. AMG has implemented, throughout the organization, critical planning processes such as emergency preparedness, crisis management, business continuity and, where applicable, flood and earthquake emergency response plans to help ensure resilience and the ability to recover quickly from unexpected events. These detailed and comprehensive plans involve the identification of the risks, tools, and resources to mitigate impact and the responsible personnel to successfully implement the response.



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我们系统地识别、评估、纠正和管理我们运营中的健康与安全风险，坚持我们的健康与安全管理体系所设定的标准。AMG在整个组织内实施了应急准备、危机管理、业务连续性等关键规划程序，并在适用情况下实施了洪水和地震应急计划，以帮助确保从意外事件中迅速恢复的复原力和能力。这些详细而全面的计划涉及风险、工具和资源的识别，以减轻影响，并负责人员成功实施响应。

Using internal and external resources, employees are trained in their responsibilities and those employees participate in exercises to ensure readiness.

利用内部和外部资源，对员工进行职责培训，这些员工参加练习以确保做好准备。

5.2 Monitoring and reporting 监控和报告

Safety performance data is a key metric used for identifying initiatives for strengthening safety culture and ensuring a safe workplace for our employees, contractors, and visitors. Each lost time incident is investigated and immediately communicated to AMG's senior management across the company to ensure lessons learned are shared. Safety performance data, including injuries and accidents for all AMG employees, are compiled into a monthly report which is distributed internally to and reviewed by the Management Board and stakeholders throughout the AMG businesses. At the conclusion of the calendar year a final safety performance report is prepared, and the relevant data is included in the AMG annual and sustainability reports.

安全绩效数据是一项关键指标，用于确定加强安全文化的举措，并确保我们的员工、承包商和访客的安全工作场所。每一起浪费时间的事件都会被调查并立即传达给AMG公司的高级管理层，以确保分享经验教训。安全绩效数据，包括所有AMG员工的伤害和事故，被汇编成月度报告，在内部分发，并由管理委员会和整个AMG业务的利益相关者审查。在历年结束时，编制最终的安全绩效报告，并将相关数据纳入AMG年度报告和可持续发展报告。

5.3 Remedy and grievances 救济和申诉

AMG is committed to preventing health and safety violations in its own operations and in its business relationships. If detected despite our efforts, we will take decisive action. In our own operations, we will promptly cease any violations. Within direct business relationships, we will collaborate with business partners to develop corrective action plans if immediate mitigation or termination is not feasible. For violations within indirect business relationships, we will utilize our leverage to the extent possible alongside our direct business partner, to agree on a corrective action plan.

AMG致力于在自身运营和业务关系中防止违反健康和安全管理规定的行为。如果在我们的努力下仍被发现，我们将采取果断行动。在我们自己的行动中，我们将立即停止任何违规行为。在直接业务关系中，如果无法立即缓解或终止，我们将与业务伙伴合作制定纠正行动计划。对于间接业务关系中的违规行为，我们将尽可能与我们的直接业务伙伴一起利用我们的杠杆，就纠正行动计划达成一致。



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Employees must report unsafe situations immediately to their immediate supervisor, department head, or the designated EHSS officer or in writing through an incident report. Unsafe situations can include, but are not limited to, hazards, equipment malfunctions, potential safety violations, and other conditions that may pose a threat to health and safety. Employees may also report violations or raise concerns during engagement with supervision or if necessary, by following our Speak Up & Reporting Policy published on AMG Critical Materials N.V.'s website under "corporate governance". AMG prohibits retaliation against anyone that raises a good faith concern or complaint under this Policy, regardless of whether the concern or complaint ultimately is determined to be a violation of this Policy or applicable law.

员工必须立即向直接主管、部门主管或指定的EHSS官员报告不安全情况，或以书面形式提交事故报告。不安全情况包括但不限于危险、设备故障、潜在的安全违规以及其他可能对健康和安全构成威胁的情况。员工也可以在监督过程中举报违规行为或提出担忧，如有必要，也可以按照AMG Critical Materials n.v.网站“公司治理”下发布的我们的“畅所欲言和报告政策”进行举报。AMG禁止对根据本政策善意提出关切或投诉的任何人进行报复，无论该关切或投诉最终是否被认定为违反本政策或适用法律。

6 TRAINING 培训

AMG periodically provides training to relevant AMG employees (through training on AMG's Code of Business Conduct), and regularly reviews this Policy to ensure compliance with all applicable laws and regulations. Training will take place in the following manner:

AMG定期为相关的AMG员工提供培训（通过关于AMG商业行为准则的培训），并定期审查本政策以确保符合所有适用的法律法规。培训将以以下方式进行：

- All new employees take the AMG Code of Business Conduct online training course.
- 所有新员工都参加AMG商业行为准则在线培训课程。
- All new employees are being inducted by the local compliance officer once they start employment and are being advised about the application, amongst other policies, of the AMG Code of Business Conduct, Speak Up & Reporting Policy and this Policy.
- 所有新员工在入职后都将由当地合规官进行指导，并就AMG商业行为准则、举报政策和本政策等政策的适用情况提供建议。
- All AMG employees are trained regularly, at least every three years, in the AMG Code of Business Conduct, either online or by way of onsite meetings. Designated groups of AMG Employees may receive regular specific training on the matters referred to in this Policy.
- 所有AMG员工都定期接受培训，至少每三年一次，培训内容包括在线或现场会议。指定的AMG员工小组可就本政策所述事项定期接受专门培训。

7 OTHER RELATED DOCUMENTS 其他相关文件

Other AMG policies and AMG documents that are related to the topic of this Policy are, amongst others:



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与本政策主题相关的其他AMG政策和AMG文件包括：

- AMG Speak Up & Reporting Policy AMG发言和报告政策
- AMG Code of Business Conduct AMG商业行为准则
