



SAFETY POLICY

Nickel Asia Corporation (NAC) commits to eliminate all downgrading incidents in our operations by implementing a comprehensive occupational health and safety management system. This undertaking is compliant with relevant laws and regulations and is consistent with our policy of ensuring the well-being and safety of our employees, service contractors, suppliers, visitors, host communities, our other stakeholders, and even the security of our assets and information.

NAC management will continuously institute discipline and accountability by following and developing the highest standards of safety and health to prevent injury, illnesses, and damage to properties and equipment. With this undertaking, management will perform regular safety audits to verify the program's effectiveness and to introduce relevant improvements.

All NAC employees and business partners are therefore obliged to adhere to this policy and to make SAFETY our way of life.

This policy will be communicated to all NAC subsidiaries for the fullest commitment and cooperation of all employees.

DocuSigned by:

A handwritten signature in black ink, appearing to read "Remedios", enclosed in a blue DocuSign signature box.

822CCB3FB7CE42D...
Remedios Collado- Camo

**AVP- Industrial Safety Sector and
OIC- Environment Sector**

DocuSigned by:

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11B9A92F72872A4D3...
Arnito C. Millar

OIC- Mine Production Center

DocuSigned by:

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CC571F207B0497...
Rommel L. Cruz

**VP- Mine Strategic Planning
and Officer-in-Charge- Revenue Generations**

DocuSigned by:

A handwritten signature in black ink, appearing to read "Noel Gonzalez", enclosed in a blue DocuSign signature box.

767B956EB99468...
Noel M. Gonzalez

**EPI- Executive Vice President/
Chief Operating Officer**