



DEEP SEA MINERALS CORP.
Health, Safety, Environmental, and Social Policy

Approved by	Board of Directors
Effective date	May 1, 2026
Last reviewed	April 27, 2026
Policy owner	Chief Executive Officer / Corporate Secretary

1. Purpose and Commitment

Deep Sea Minerals Corp. and its subsidiaries, (collectively, the “Company”) are committed to conducting their business in a manner that protects the health and safety of employees, officers, directors, consultants, contractors, visitors, host communities and other stakeholders, while seeking to avoid, minimize and mitigate adverse environmental and social impacts.

This Health, Safety, Environmental and Social Policy (the “Policy”) sets out the Company’s commitment to responsible and sustainable mineral exploration and project evaluation. The Policy is intended to support long-term value creation, responsible stewardship and transparent governance as the Company evaluates subsea mineral and critical mineral opportunities.

2. Scope

This Policy applies to all directors, officers, employees, consultants and contractors of the Company, and to all activities conducted by or on behalf of the Company, including corporate activities, project evaluation, permitting, technical studies, environmental baseline work, stakeholder engagement, field programs, marine and offshore activities, site visits and contractor-managed work.

The Company expects its contractors, consultants, service providers, technical advisors, vessel operators, laboratories and other third parties acting on its behalf to conduct their work in a manner consistent with this Policy.

3. General Principles

In implementing this Policy, the Company will seek to: (a) comply with applicable laws, regulations, permits, licences, approvals and regulatory guidance; (b) identify, assess and manage health, safety, environmental and social risks before work is undertaken; (c) apply prudent, risk-based controls appropriate to the nature and stage of the Company's activities; (d) promote a culture in which personnel are encouraged and expected to report hazards, concerns, incidents and near misses; and (e) pursue continuous improvement in health, safety, environmental and social performance.

The Company will not knowingly commence field, marine, offshore, sampling, exploration or development activities unless it believes that the required permits, licences, authorizations or approvals have been obtained, or that the activity is otherwise permitted under applicable law.

4. Health and Safety

The Company believes that work-related injuries and occupational illnesses are preventable. The Company will strive to provide and maintain safe and healthy working conditions and to implement health and safety practices appropriate to its business and stage of development.

The Company will seek to ensure that work is planned, supervised and conducted in a manner that protects personnel, contractors, visitors and affected stakeholders. Personnel are expected to be competent, trained and fit for duty for the work they perform.

No employee, consultant or contractor is expected or required to perform work that they reasonably believe to be unsafe. Personnel have the authority and responsibility to stop work where an activity presents an imminent risk to health, safety, the environment, social obligations or regulatory compliance.

5. Environmental Stewardship

The Company recognizes that responsible environmental management is fundamental to its business and to maintaining the trust of regulators, Indigenous peoples, coastal communities, host governments, shareholders and other stakeholders.

The Company will seek to avoid, minimize, mitigate or remediate adverse environmental impacts associated with its activities. Where relevant to project evaluation and permitting, the Company will seek to support the collection and use of reliable environmental baseline information and will consider potential effects on marine ecosystems, biodiversity, water quality, sediment, benthic habitat, fisheries, navigation, protected areas and other environmentally sensitive features.

The Company will seek to use resources responsibly, reduce unnecessary disturbance, manage waste appropriately, prevent pollution and maintain spill prevention and response practices suitable for the Company's activities.

6. Marine and Offshore Activities

Given the Company's focus on subsea mineral opportunities, the Company will seek to ensure that any marine-related work is planned and conducted with appropriate consideration of vessel safety, ocean conditions, weather, navigation, emergency response, marine habitat, biodiversity, pollution prevention, waste management, sampling protocols, use conflicts and applicable domestic or international regulatory requirements.

Where the Company engages vessels, marine contractors or offshore specialists, the Company will seek to confirm that such parties maintain appropriate qualifications, procedures, equipment, insurance and emergency response capability for the work being undertaken.

7. Social Responsibility and Stakeholder Engagement

The Company recognizes that responsible mineral exploration and project development requires respectful engagement with affected stakeholders, which may include Indigenous peoples, coastal communities, regulators, host governments, rights holders, marine users, industry participants, employees, contractors and shareholders.

The Company will seek to engage in a respectful, timely and transparent manner where its activities may affect local communities, Indigenous rights, marine users or other stakeholders. The Company will consider community, cultural, environmental and use-conflict matters as part of project planning and evaluation.

The Company is committed to conducting its business with integrity and transparency and to respecting human rights within the scope of its activities and business relationships.

8. Contractors and Service Providers

Contractors and service providers are expected to comply with applicable laws, permits, site rules and Company requirements, and to report hazards, incidents, near misses, environmental concerns and regulatory matters promptly.

Where appropriate, the Company will consider health, safety, environmental, social and regulatory performance when selecting and managing contractors and service providers. Contractors may be required to maintain suitable health, safety and environmental procedures, training, insurance, qualifications, incident reporting practices and emergency response capabilities.

9. Incident Reporting and Corrective Action

All directors, officers, employees, consultants and contractors are responsible for promptly reporting known or suspected health, safety, environmental or social hazards, incidents, near misses, non-compliance or unethical conduct.

The Company will seek to review or investigate reported incidents and concerns in a manner appropriate to their nature and severity, and to implement corrective or preventive actions where

appropriate. Material matters will be escalated to senior management and, where appropriate, to the Board of Directors.

10. Governance and Accountability

Management is responsible for implementing this Policy and for reporting material health, safety, environmental and social matters to the Board of Directors or an appropriate committee of the Board. The Board of Directors has oversight responsibility for this Policy.

Each director, officer, employee, consultant and contractor is responsible for complying with this Policy and for acting in a manner that supports the Company's commitments to responsible and sustainable development.

11. Non-Retaliation

The Company will not tolerate retaliation against any person who, in good faith, reports a concern or participates in a review or investigation relating to health, safety, environmental, social, regulatory or ethical matters.

12. Continuous Improvement and Review

The Company is committed to continuous improvement in health, safety, environmental and social performance. As the Company's business evolves, the Company may develop additional standards, procedures, training programs, risk assessments, reporting systems or management practices to support the implementation of this Policy.

This Policy will be reviewed periodically and updated as necessary to reflect changes in the Company's business, applicable laws, regulatory expectations, industry practice and stakeholder expectations.

Appendix A - Practical Implementation Measures

The following measures are provided to assist management in implementing the Policy. They may be adapted based on the nature, jurisdiction, risk profile and stage of the Company's activities.

Area	Suggested Measure
Risk assessment	Complete a documented risk assessment before field, marine, offshore or sampling programs are undertaken.
Contractor review	Review contractor HSE procedures, insurance, qualifications and incident-response capability before engagement where the work has material HSE risk.
Permits and approvals	Maintain a checklist of required permits, licences, authorizations and reporting obligations for each material project activity.
Emergency response	Confirm emergency response procedures, communication protocols, medical evacuation arrangements and spill response capability before field or offshore work.
Incident reporting	Maintain a practical process for reporting, investigating and closing out incidents, near misses, hazards and environmental concerns.
Stakeholder engagement	Maintain records of material stakeholder, Indigenous, regulatory and community engagement, including issues raised and follow-up actions.
Board reporting	Escalate material HSE matters to the Board of Directors or an appropriate Board committee in a timely manner.

Approved by the Board on May 1, 2026.