

In line with our values and our vision, MMG Limited and its subsidiaries is committed to building a partnership with our people and ensuring we have the right people, in the right roles, at the right time to delivery MMG's strategy, in a fit for purpose manner, with an emphasis on inclusion, our values, collaboration and innovation. We will strive for all our people to be engaged to effectively contribute to achieving our vision.

This Policy provides a framework which empowers our people to act on behalf of MMG.

MMG's People Policy principles are:

- People planning is conducted to align human resources to the needs and priorities of the business;
- Apply merit based recruitment and selection principles to hire the best people;
- People engagement is optimised which leads to High Performing Teams;
- A culture of talent management and mobility exists to place the right people, in the right roles, at the right time;
- Embed the MMG values and Code of Conduct into the way we work to drive the desired MMG Culture and Values;
- Capability and training opportunities are identified, implemented and evaluated to ensure MMG employees have the skills, knowledge, experience and attributes to safely and effectively fulfil their position requirements;
- MMG Leaders adopt a common framework and language to develop their teams and deliver the MMG strategy;
- A diverse work environment is fostered and maintained that provides equal opportunity and equitable treatment to all MMG People, free from harassment, discrimination and bullying;
- Work performance of employees is managed to achieve employee potential and business objectives; and
- People are employed on market competitive terms and conditions to attract, maintain and retain them.

This Policy is supported by MMG Standards, MMG Frameworks and processes that define the way MMG Limited and its subsidiaries operate.

A handwritten signature in black ink, appearing to be the Chinese characters '曹亮' (Cao Liang).

Liang Cao

Chief Executive Officer

June 2024