



Li-Cycle Holdings Corp.

OCCUPATIONAL HEALTH AND SAFETY POLICY

Li-Cycle Holdings Corp. (together with its controlled subsidiaries, “*Li-Cycle*” or the “*Company*”) is a leading global lithium-ion battery resource recovery company. This policy outlines our commitment to occupational health and safety across our global operations and in our interactions with stakeholders, including employees, contractors, and the communities where we operate. We prioritize the well-being of our people by fostering a safe and healthy work environment, minimizing workplace hazards, and ensuring compliance with health and safety laws.

Scope

This Occupational Health and Safety Policy is part of the governance structure of Li-Cycle and is overseen by Li-Cycle’s Board of Directors through its Health, Safety, Environment, and Sustainability (**HSE&S**) Committee. This policy applies to all employees, directors, officers, and contractors under Li-Cycle’s direct supervision.

Guiding principles

Our approach to occupational health and safety management is guided by the following:

- United Nations Global Compact and its Ten Principles
- United Nations Sustainable Development Goals
- ISO 45001 – Occupational Health and Safety Management System
- Relevant national, regional, state and local occupational health and safety regulations
- Our Code of Business Conduct and Ethics and other applicable corporate policies, procedures, and principles

Our commitments

Safety is one of Li-Cycle’s core values. We are dedicated to providing safe and healthy working conditions for all employees and operational partners, with a strong focus on preventing work-related injuries and illnesses. Our commitment is operationalized through the following foundational elements:

- ***Compliance with Laws and Standards:*** Li-Cycle is committed to complying with all applicable occupational health and safety and laws, regulations, and standards in every jurisdiction where we operate.
- ***Occupational Health and Safety Objectives:*** As part of our overall process for developing strategic objectives, Li-Cycle establishes occupational health and safety performance improvement metrics.



- **Shared Responsibility for Safety:** Every Li-Cycle employee - from leadership to new team members - shares the responsibility for ensuring a safe and healthy workplace. We work together to eliminate workplace hazards and reduce occupational health and safety risks. All employees are empowered to raise health and safety concerns.
- **Clean and Organized Work Environment:** We maintain clean and well-organized facilities where employees are trained to be fully aware of potential hazards, equipped with detailed instructions for the safe use of equipment, and provided with time for practicing emergency procedures.
- **Community Engagement:** Li-Cycle is dedicated to protecting the health and safety of the communities in which we operate. We engage with local stakeholders to raise awareness and are dedicated to ensuring our operations contribute positively to the well-being of these communities. By fostering open communication and collaboration, we aim to build trust and promote safety beyond our own operations.
- **Continuous Improvement:** Li-Cycle believes that continually improving our occupational health and safety management system not only creates a safer workplace but also fosters a culture of positive attitudes and cooperation. This continuous improvement allows all employees to contribute to and benefit from the company's growth and success.

Responsibility

Li-Cycle's management is responsible for monitoring occupational health and safety performance and making recommendations for continuous improvement to the HSE&S Committee. Li-Cycle encourages all employees to actively support the ongoing enhancement of our occupational health and safety processes to meet evolving industry standards and ensure a safe working environment for all.

We support the occupational health and safety commitments outlined above through effective leadership, communication, management systems, appropriate resourcing, training, and accountability. Li-Cycle ensures that employees and contractors are aware of this policy, how it affects their roles, and its importance in maintaining the well-being of our workforce and the reputation of our business.

We are committed to fostering a positive and open working environment where stakeholders can report health and safety concerns. The Company maintains formal and confidential grievance mechanisms for this purpose. As outlined in our Whistleblower Protection and Investigation Policy, Li-Cycle has established a confidential reporting helpline, accessible to employees via an independent third-party service called Ethical Advocate. We do not permit retaliation or intimidation against any employee who reports a concern, raises a compliance question, seeks advice, or cooperates in an investigation.



Our policies align with our core values and Code of Business Conduct and Ethics, reflecting our commitment to occupational health, safety, and integrity. Li-Cycle takes violations of these policies seriously and will investigate any claims of a breach in policy that are reported through the grievance mechanism.

Policy Governance & Oversight

The Policy is administered by the Legal, HSE and Sustainability teams, along with other designated representatives. The HSE&S Committee of the Board of Directors is responsible for reviewing and updating this policy and recommending approval by the Board.

Approved by the Board of Directors, effective November 21, 2024.