WHISTLEBLOWER POLICY

Purpose

Endura Mining's (**Company**) values of safety, integrity and accountability underpin the Company's commitment to creating and maintaining a positive and collaborative work environment, free of unethical, unlawful, improper or undesirable conduct or practices.

This policy describes the ways in which Personnel can confidently and anonymously report any Unacceptable Conduct or suspected Unacceptable Conduct without fear of intimidation, disadvantage or repercussion, and outlines the way in which the Company will respond to and investigate such conduct.

The Company encourages all Personnel who are aware of known or suspected Unacceptable Conduct to speak up.

Definitions

In this Policy:

"**Detrimental Conduct**" shall mean, in respect of a Whistleblower, any reprisals, dismissal, injury, harm, demotion, harassment, intimidation, victimisation, discrimination, disciplinary action, bias, damage to property, reputational damage, damage to business or financial position, or any other damage connected with making a report.

"**Unacceptable Conduct**" shall mean any conduct by any Personnel connected with the Company which is:

- unethical or improper, including dishonesty, fraud, corruption or bribery;
- unlawful, unsafe, or below established standards and practice, including a failure to comply with applicable legislation, regulation, codes, guidelines and other regulatory instruments;
- a breach of the Company's Code of Conduct or any other Company policies, procedures or legal obligations (including confidentiality obligations);
- conduct that may cause financial or non-financial loss to the Company or damage the Company's reputation; and
- conduct that endangers the environment, community, or the health and safety of any Personnel which has been reported to management but not acted upon.

"**Personal Work-Related Grievance**" shall mean a grievance that relates solely to a person's current or former employment arrangements or personal circumstances, including interpersonal conflicts, performance management, remuneration outcomes or promotion decisions, and which do not have broader implications for the Company.

"**Personnel**" shall mean:

- all directors, senior executives, employees and officers of the Company;
- contractors (including sub-contractors) occupying permanent or part time fixed term contracts;
- consultants or suppliers of goods or services and their employees;
- third parties including intermediaries and associates; and
- relatives, dependents, spouses or dependents of a spouse of any of the above.

"**Whistleblower**" shall mean any Personnel who raises a concern in good faith in accordance with the Whistleblower Arrangements as described in this policy.

Scope

This policy applies to all Personnel of the Company.

All Personnel are required to operate and behave in accordance with the Company's Code of Conduct and are encouraged to report known or suspected Unacceptable Conduct using the Whistleblower Arrangements as described in this policy.

The Company has established a framework for reporting, investigating and protecting the confidentiality and privacy of a Whistleblower. This includes both internal and external confidential reporting channels that allow for Personnel to raise concerns regarding Unacceptable Conduct.

Whistleblower Arrangements

Reporting Unacceptable Conduct

Internally

The Company has established internal reporting channels for use by Personnel to report concerns about Unacceptable Conduct to their direct line manager or site manager, and if that is not appropriate, directly to the Company Secretary (Adam Silver) or the Head of People and Culture (Michelle Hannah). At all times, such discussions will remain confidential.

Externally

Where Personnel feel that they are unable to use the internal processes or feel that their concerns have not been adequately addressed, an external independent service with Whistleblowing Service (**WBS**) is available to report and discuss these matters.

WBS is an external, third-party independent service provider that offers dedicated services 24/7 and can be contacted via the following channels:

WBS – Online	To make a report online, go to whistleblowingservice.org/endura/ and click on the '**Make a Report**' button. You will be prompted to insert the following information: **Unique Key:** Endura **Client Reference Number:** Endura2026
WBS – Phone	Australia: 1300 687 927 New Zealand: 0800 687 927

Personnel raising a matter may do so anonymously.

In addition to the reporting channels above, a Whistleblower may make a protected disclosure directly to relevant external regulators and authorities, including, for example:

- the Australian Securities and Investments Commission;
- the Australia Prudential Regulation Authority;
- the Australian Federal Police;
- the Australian Taxation Officer, in relation to tax-related matters; or
- a legal practitioner.

In some circumstances, a Whistleblower may also be entitled to make a public interest or emergency disclosure. Individuals considering doing so are encouraged to seek individual legal advice.

Personnel must act in good faith and on reasonable grounds when reporting Unacceptable Conduct on the terms of this policy.

Personal Work-Related Grievances

Reports that relate solely to a Personal Work-Related Grievance are generally not covered by this policy and should be raised through the Company's grievance or people and culture processes. However, a report that includes a Personal Work-Related Grievance may still fall within the scope of this policy where it:

- includes information about Unacceptable Conduct beyond the Whistleblower's personal circumstances;
- indicates a systemic issue or a matter with broader implications for the Company; or
- relates to Detrimental Conduct suffered or threatened because a person has made, or may make, a report.

Review and investigation

All matters reported via a Whistleblower channel will be reviewed and investigated by a Whistleblower Protection Officer (**WPO**). The Company will endeavour to acknowledge receipt of all reports within a reasonable timeframe. Where the Whistleblower can be contacted, the Company will also endeavour to keep the Whistleblower informed regarding the status and outcome of any investigation.

Any matter which does not fit within the defined scope of this policy but is reported via the Whistleblower reporting channels will be directed to the most appropriate functional area for review and follow up.

Whistleblower Protection Officer

The role of the WPO is to:

- investigate reports confidentiality while acting in accordance with this policy and safeguarding the interests of the individual raising the issue;
- ensure that any individual who is the subject of an allegation has the opportunity to respond;
- upon completion of an investigation, report the findings to the Executive Chair who will determine the appropriate response in consultation with the WPO; and
- provide a report of the whistleblower activity and outcomes to the Board.

The WPO will not conduct any investigation which relates to allegations made regarding themselves, their department or any circumstances in which their independence may be questioned, or it would be unreasonable to do so. In this instance, the WPO will appoint a delegate investigator and advise the Executive Chair of that decision.

In a case where the Executive Chair is the subject of the report, or where the Executive Chair has a close relationship with the accused, the WPO must have direct access to another member of the Board. If the Executive Chair is subject to any allegation, the Company's lead independent director and the WPO will determine the appropriate response.

The role of the WPO is nominated by the Executive Chair, endorsed by the Board and is currently the Head of People and Culture (Michelle Hannah).

Investigation process

Upon receiving a complaint covered under this policy, the WPO will ensure that the matter is appropriately addressed and that any investigation will be conducted confidentially and without bias.

Whistleblower Protections

Disclosure of Identity

The Company is committed to ensuring that Whistleblowers are treated fairly and suffer no detriment where they acted honestly and reasonably in making the disclosure and had a genuine belief that the Unacceptable Conduct occurred. If an individual makes a report of Unacceptable Conduct under this policy, the Company will endeavour to ensure that their identity is protected from disclosure. The individual's identity will be kept confidential and will not be disclosed unless the disclosure is:

- consented to by the individual raising the complaint;
- made to a lawyer engaged by the Company for the purpose of obtaining legal advice;
- required by law;
- necessary to prevent or lessen a serious threat to an individual's health or safety; or
- necessary to protect or enforce the Company's legal rights or interests, or to defend itself against any claims.

If the Company needs to investigate a report, it may disclose information that could lead to a Personnel's identification, but the Company will take reasonable steps to reduce this risk. Any disclosures of a Personnel's identity or information likely to reveal their identity will be made on a strictly confidential basis.

Detrimental Conduct

The Company will not tolerate any Detrimental Conduct against any individual suspected of making a report of Unacceptable Conduct, or against that person's colleagues, employer (if a contractor or supplier) or relatives. Any such action will be treated as serious misconduct and will be dealt with in accordance with the Company's disciplinary procedures.

Fair treatment of implicated employees

No action will be taken against employees or officers who are implicated in a report under this policy until an investigation has determined whether any allegations against them are substantiated.

Any disclosures that implicate an employee or officer must be kept confidential, even if the Whistleblower has consented to the disclosure of their identity, and should only be disclosed to those persons who have a need to know the information for the proper performance of their functions under this policy, or for the proper investigation of the report.

Oversight & Enforcement

The implementation, monitoring and review of this policy is the responsibility of the Head of People and Culture and the Board will be provided regularly with reports on progress and performance.

This policy will be subject to regular periodic review which as a minimum will be conducted annually.