

Whistleblower Policy

KRAFTIGS Australia Pty Ltd · ACN 650 985 121 · ABN 21 650 985 121

Version 1.0 · Adopted June 2026

Policy owner	Chief Executive Officer (Ali Hammoud)
Approved by	Board of Directors
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1. Purpose

KRAFTIGS Australia Pty Ltd (ACN 650 985 121, ABN 21 650 985 121) (KRAFTIGS, we, us) is a private company registered in New South Wales. We explore for and develop gold projects in Australia and overseas, working with experienced local operators and technical partners engaged for each project.

We want people to speak up about wrongdoing. This policy explains what can be reported, how to report it, how reports are handled, and the protections available to people who report, including the legal protections in Part 9.4AAA of the Corporations Act 2001 (Cth).

The Corporations Act requires public companies and large proprietary companies to have a whistleblower policy. We have adopted this policy whether or not that requirement applies to us at any given time. The legal protections described below apply under the law, regardless of this policy.

2. Scope: who can report

This policy applies to current and former directors, officers, employees, contractors and suppliers of KRAFTIGS (and their employees), associates of KRAFTIGS, and relatives and dependants of any of these people. People working on our projects in the countries where they are located may also use these channels.

3. What can be reported

You can report information you have reasonable grounds to suspect concerns misconduct or an improper state of affairs relating to KRAFTIGS. Examples include:

- fraud, theft, money laundering or misuse of company funds;
- bribery or corruption, in Australia or overseas;
- breaches of the Corporations Act, tax laws or other laws;
- serious risks to health and safety or to the environment that have not been dealt with;
- forced labour, child labour or other serious human rights abuses in our operations or supply chain;
- misleading information given to investors, partners or regulators;
- deliberately concealing any of the above, or retaliating against someone who reported it.

Personal work-related grievances, such as a disagreement about pay, a performance review or a decision about your own employment, are generally not covered by the legal protections and should be raised with the Chief Executive Officer. They may be covered if they also involve victimisation for reporting, a breach of the law of the kind listed above, or a danger to the public.

4. How to report

You can report to any of the following:

- our Whistleblower Protection Officer, who is our external lawyer, Anene Chika (Chika@kraftigs.com.au);
- any director, officer or senior manager of KRAFTIGS;
- by email to whistleblower@kraftigs.com.au, or by phone on 02 9579 3901;
- by post to 24 Iraking Ave, Moorebank NSW 2170, marked “Confidential – Whistleblower Protection Officer”.

You may report anonymously, and remain anonymous during and after any investigation. If you do, please give a way for us to contact you (for example, an anonymous email address) so we can ask questions and give updates.

You can also report directly to ASIC, APRA or another prescribed Commonwealth body, and tax matters to the Commissioner of Taxation. Talking to a lawyer to get advice about the whistleblower laws is also protected. In limited cases the law protects ‘public interest’ and ‘emergency’ disclosures to a journalist or member of parliament, but only after a report has first been made to a regulator and strict conditions are met. You should get independent legal advice before making such a disclosure.

5. Protections

Confidentiality. Your identity, and information likely to identify you, will not be disclosed without your consent, except where the law allows (for example, to ASIC, the AFP or a lawyer). Records are stored securely and only people who need to know will have access.

No detriment. Nobody may dismiss, demote, harass, threaten or otherwise harm you, or threaten to, because they believe or suspect you made, or may make, a report. Breaches of this rule will be treated as serious misconduct. Under the law, courts can order compensation and other remedies.

Legal immunity. A person who makes a protected report cannot be subject to civil, criminal or administrative liability for making it. The protections do not, however, give immunity for their own misconduct revealed in the report.

Support. We will offer appropriate support to anyone who makes a report, and to staff mentioned in a report, during and after the process.

6. How reports are handled

- We will acknowledge a report within five business days where we have a way to contact the person who made it.
- The Whistleblower Protection Officer will assess whether the report falls under this policy and whether it should be investigated.
- Investigations will be carried out fairly, objectively and as quickly as circumstances allow, by a person independent of the matter. An external investigator may be used.
- Anyone named in a report will be told about the allegations at an appropriate time and given a chance to respond before any conclusion is reached.
- The person who made the report will be kept informed of progress and outcome, as far as confidentiality and privacy allow.
- Findings are reported to the directors without identifying the whistleblower, unless they consent.

7. Responsibilities

- **Directors** approve this policy and receive de-identified reports on matters raised and their outcomes.

- **Our Whistleblower Protection Officer** (our external lawyer, Anene Chika) receives reports, protects confidentiality, arranges investigations and support, and monitors for detriment.
- **The Chief Executive Officer** keeps this policy up to date, makes it available to our people (including on our website) and arranges training for those who may receive reports.
- **All our people** respect the confidentiality of reports and must not cause detriment to anyone who has made one.

8. Review

This policy will be reviewed at least every two years, and earlier if the law changes, if our activities change materially (for example, a project moves from exploration into development), or if a review of an incident shows it needs updating.

Changes must be approved by the Board of Directors. The current version will be made available to everyone it applies to and may be published on our website.

This policy does not form part of any contract of employment or engagement.

General enquiries about this policy: the Chief Executive Officer, KRAFTIGS Australia Pty Ltd, 24 Iraking Ave, Moorebank NSW 2170, or info@kraftigs.com.au.