

Whistleblower Policy

1. Purpose

- 1.1 This Whistleblower Policy sets out the procedure and protections for individuals, including Endurance's employees, officers, contractors, suppliers and consultants (referred to in this Policy as "**individuals**" or "**you**") to make a protected disclosure ("**report**") in accordance this Policy.
- 1.2 In this Policy, "**Endurance**" means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.
- 1.3 This Policy is designed to comply with the *Corporations Act 2001* (Cth) and *Taxation Administration Act 1953* (Cth), and having regard to other laws and regulations that protect individuals who make certain disclosures.

2. Key Principles

- 2.1 Endurance encourages any individual to make a report under this Policy if you reasonably believe, or have reasonable grounds to suspect:
 - misconduct or an improper state of affairs;
 - the breach of any legal or regulatory requirements or Endurance's internal policies; or
 - a violation of any accounting standards, disclosures, internal accounting controls, or audits,by an individual or other person acting on behalf of Endurance.

How to make a report to Endurance

- 2.2 Any individual may make report a report to Endurance's Chief Executive Officer, Chief Financial Officer, Company Secretary or any member of the Endurance Board.
- 2.3 Endurance expects an individual to make a report under this Policy honestly and on reasonable grounds. When you make a report under this Policy, the information you provide will be dealt with confidentially.
- 2.4 Endurance wants individuals to feel safe to come forward, without fear of retaliation. Endurance will not tolerate any form of detriment, discrimination or retaliatory action to be taken against any individual who has or may make a report under this Policy, or any individual who investigates, assists or cooperates with any investigations.

How Endurance responds to reports

- 2.5 Endurance will provide fair treatment to any individual mentioned in disclosures or to whom the report relates. This includes taking steps to maintain confidentiality and, in matters subject to investigation, providing an opportunity for individuals to respond (where appropriate).
- 2.6 Any individual making a report may choose to disclose their identity or remain anonymous. Even if you consent to the disclosure of your identity, Endurance will take steps to limit the disclosure of your identity as far as possible.
- 2.7 Upon receipt of a report made under this Policy, Endurance will take appropriate steps to respond, including by:
- assessing the report;
 - determining whether the report warrants investigation into the alleged conduct;
 - appointing an investigator who may be an internal or external appointment;
 - conducting an investigation; and
 - by including (where appropriate) oversight and governance by Endurance's Board.
- 2.8 The Endurance Board is ultimately responsible for determining the validity of each report and determining, with the input of its advisors and the Endurance's senior management where necessary, the appropriate corrective action.
- 2.9 The Endurance Board shall report any legal or regulatory non-compliance to the Endurance's senior management, and ensure that management takes corrective action, including (where appropriate) reporting any breach or violation to relevant governmental authorities.

Responsibilities of individuals

- 2.10 All individuals must follow the procedures outlined in this Policy and cooperate with any investigation initiated pursuant to this Policy. Any alleged breach of the confidentiality or detriment protection obligations under this Policy should be reported immediately.
- 2.11 Anyone who breaches the confidentiality protections afforded to an individual or who engages in detrimental conduct may be subject to serious consequences, including disciplinary action and/or termination of their engagement with Endurance (as appropriate). They may also be subject to legal consequences in the form of civil and criminal penalties.

3. Further information

- 3.1 This Policy does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Policy may be amended at any time.
- 3.2 If you would like further information about matters covered in this Policy, including how to make a complaint under this Policy, please contact Endurance's Company Secretary.
- 3.3 This Policy is published on Endurance's website www.endurancemining.com.au



Matthew Hine
Chief Executive Officer

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