VELOX ENERGY MATERIALS

HUMAN RIGHTS POLICY

OBJECTIVE AND SCOPE

Velox Energy Materials Limited has a strong commitment to human rights. Human rights are fundamental principles of personal dignity and universal equality. The respect for human rights is an integral part of Our Company Value of People and an inherent part of our commitment to ethical business conduct and sustainable development.

This policy affirms our responsibility and commitment to respect human rights across all of our operations. We seek to:

- Respect the rights of our employees and entities and individuals contracted by us, members of our host communities and other stakeholders directly impacted by our operations
- Prevent or mitigate any negative impacts of our activities; and
- Build mutually beneficial relationships and opportunities for inclusion.

In line with the UN Guiding Principles on Business and Human Rights, Velox undertakes to:

- Provide a safe, fair and inclusive workplace for all
- Recognise and respect the cultural values, traditions and beliefs of the communities in which we operate, including indigenous peoples, and aim to create open and honest long-term partnerships
- Assess potential human rights impacts related to major investments, acquisitions or business decisions
- Continue and develop codes of conduct and policies in line with our commitments on human rights and national regulatory requirements and to monitor compliance
- Provide orientation on human rights and codes of conduct and policies for employees and contractors
- Communicate our commitments and actions related to human rights with our stakeholders at the local, national and international levels; and
- Work with our business partners, contractors and suppliers to promote respect for human rights throughout our direct and controllable value and supply chain.

CORPORATE COMMITMENT

We will not tolerate:

- Forced, bonded, indentured or slave labour, including conscripted labour, or any form of human trafficking and child labour in any part of our value chain.
- Exploitative labour practices or
- Any form of discrimination, bullying, intimidation, sexual or workplace harassment.

In carrying out this policy, Velox will

- Actively communicate policies to internal and external stakeholders, including awareness training on human rights related issues
- Strive to conduct reasonable due diligence to determine the actual and potential human rights impacts of its operations and seek to employ reasonable measures to mitigate such impacts

Implement procedures and mechanisms that specify how known or suspected human rights violations should be reported by employees and stakeholders, and how such reports are to be investigated; and review the codes and policies from time to time and effect any necessary variations thereto.

ACKNOWLEDGEMENT

All employees, directors, officers and those authorized to speak on behalf of the Company are responsible for abiding by this policy as a commitment to their employment.

Policy history

Approved by the Board of Directors on October 19, 2026

Last review: October 2026

Review frequency: Annually