

Social Responsibility Policy

Transform Exploration operates to the highest standards of business ethics and corporate citizenship to ensure the sustainability of our activities. Given the environmental, cultural and social sensitivities of the locations where we operate, it is necessary to balance the interests of our stakeholders and integrate economic, environmental and social considerations into decision-making.

Social responsibility is crucial in delivering positive, sustainable outcomes. This goal is achieved by:

- Conducting operations to the highest ethical standards and levels of personal integrity, as detailed in the Company Code of Conduct.
- Ensuring compliance with all applicable laws, standards and other statutory requirements.
- Supporting and enacting the ten Principles of the United Nation's Global Compact in the areas of human rights, labour standards, the environment and anti-corruption.
- Maintaining and enhancing our social license to operate by communicating and interacting proactively with any communities and stakeholders that may be affected by our operations, worksites and phases of activity.
- Conducting all consultation in line with the principles of Free, Prior, Informed Consent.
- Conducting environmental and social impact assessments to identify and understand potential social, cultural and environmental impacts of operations before they take place.
- Preparing cultural heritage management plans to cover activities in areas with high levels of cultural sensitivity.
- Developing and implementing a land acquisition and compensation procedure, and a community grievance mechanism.
- Identifying and assessing our contribution to social and cultural changes where we operate, and developing appropriate strategies to respect the rights and cultures of local communities.
- Collaborating with host governments, civil society, businesses and other stakeholders to make sustainable contributions to social development.
- Selecting and engaging contractors whose policies and management systems are of the highest available standard, and whose commitment to this Policy is clearly and continuously demonstrated.
- Providing appropriate training, instruction and supervision to personnel to enable them to undertake their roles and responsibilities in a manner consistent with this Policy.
- Continually monitoring, reviewing and improving the elements of the Transform Exploration Management System that relate to social performance.

All employees and contractors working for Transform Exploration have the responsibility to ensure that their actions, and those of their colleagues, are consistent with this Policy.

A handwritten signature in blue ink, appearing to read "Agu Kantsler".

Agu Kantsler

Chief Executive Officer