

HSS CHARTER

RENEX EXPLORATION COMPANY

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INTRODUCTION

This document outlines the procedures for addressing complaints and concerns related to ethical conduct, bullying, harassment, and accounting matters at Renex Exploration Company ("the Company"). All directors, officers, employees, and key consultants are expected to adhere to the Code of Business Conduct and Ethics ("the Code"), proactively prevent potential violations, and seek guidance when necessary. The aim of these procedures is to provide a safe platform for reporting compliance issues, encouraging personnel to disclose actual or potential violations without fear of retaliation.

REPORTING OBLIGATION

Personnel who become aware of actual or potential breaches of the Code or relevant laws (including securities regulations) are required to report them promptly in accordance with these procedures and cooperate in any resulting investigation. Concerns regarding questionable accounting practices, internal financial controls, or auditing issues should also be reported following these guidelines. Examples of reportable issues are listed in Schedule "A."

NON-RETALIATION AND GOOD FAITH

The Company strictly prohibits retaliation against individuals who report or address misconduct in good faith. Retaliation may lead to disciplinary action, up to and including termination. Personnel who believe they have been subjected to retaliation should report it to the designated parties.

Reports of suspected violations should be made in good faith and based on reasonable grounds. Knowingly or maliciously making false allegations is a serious offense and will be treated as such.

REPORTING PROCESS

Personnel seeking assistance with compliance or reporting procedures should contact the Company's Chief Financial Officer.

GENERAL COMPLIANCE MATTERS

Personnel may submit written reports of suspected Code violations confidentially to the Chair of the Corporate Governance and Nominating Committee ("Governance Committee"). Reports should be marked as confidential and labelled: "To be opened by the Corporate Governance and Nominating Committee only, submitted under the Code of Business Conduct and Ethics." Reports can be submitted directly or through any Company officer, who must promptly forward them to the Governance Committee Chair.

COMPLIANCE FOR FINANCIAL AND ACCOUNTING MATTERS

For suspected Code violations related to accounting, internal controls, or auditing, personnel may submit reports to the Complaints Officer designated by the Audit Committee. If no Complaints Officer is designated, reports may be submitted to the Chair of the Audit Committee. Reports can be submitted confidentially in similarly labelled envelopes or through Company officers.

REPORTING

Officers and directors who become aware of Code violations must report them to the Chair of the Governance Committee or the Complaints Officer/Chair of the Audit Committee. Supporting documents, such as emails, notes, photos, or other evidence, should be provided when available.

Reports should include:

- 1. Names of the involved parties.**
- 2. Witness information.**
- 3. Date, location, and time of the incident.**
- 4. Details of the incident, including actions and statements.**
- 5. Any additional information to aid in the investigation.**

Reports may be submitted anonymously. Acknowledgment of receipt will be sent within five business days if the report is not anonymous.

COMPLAINTS OFFICER:

The name of the Complaints Officer will be communicated annually to personnel via email. The Complaints Officer is responsible for maintaining confidentiality of complaints, reporting to the Audit Committee regularly (at least quarterly), and keeping the identity of complainants confidential. Records of complaints will be kept for six years.

HANDLING AND INVESTIGATING REPORTED VIOLATIONS

The relevant Board committee will review reported issues and take appropriate action, which may include initiating investigations. The committee may advise the subject of the report and implement measures to prevent future violations. Confidentiality will be maintained throughout the investigation process.

EXAMPLES OF REPORTABLE MATTERS

- **Fraud and theft**
- **Accounting irregularities and issues with financial disclosures**
- **Non-compliance with internal controls**
- **Discrimination, bullying, and harassment**
- **Falsification of company records**
- **Unauthorized release of proprietary information**
- **Safety and security violations**
- **Securities law violations, including insider trading**
- **Violations of applicable laws, including environmental and employment regulations**
- **Ethical breaches.**

All complaints will be investigated promptly and thoroughly in accordance with the Code. If corrective actions, including termination, are warranted, recommendations will be made to the Board. Investigations will be impartial, respecting the confidentiality and rights of both complainants and respondents. Factual evidence will be gathered through interviews and other means to ensure a fair outcome.

