

# ***WHISTLEBLOWING POLICY***

**RENEX EXPLORATION COMPANY**  
**RENEX<sup>®</sup>**

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### **INTRODUCTION**

This document outlines the procedures for addressing ethical conduct, bullying, harassment, and accounting-related issues within RENEX Exploration Company ("RENEX" or "the Company"). All directors, officers, employees, and key consultants (collectively referred to as "Personnel") are expected to adhere to RENEX's Code of Business Conduct and Ethics ("the Code"). These procedures are designed to encourage open communication and provide a secure, confidential way for Personnel to report potential violations and concerns in good faith.

### **PURPOSE**

The purpose of these procedures is to maintain transparency and accountability when reporting compliance matters, including any actual or potential violations of the Code, laws, or regulations such as securities laws. Personnel are encouraged to report concerns promptly to prevent escalation and seek guidance as needed.

### **REPORTING RESPONSIBILITY**

Personnel are responsible for reporting any violations of the Code, legal infractions, or ethical concerns. This includes concerns about actions by other Personnel or external parties associated with RENEX. All Personnel are expected to comply with these procedures and cooperate with Company investigations. Concerns related to accounting, internal controls, or auditing matters should be reported through these outlined channels. A list of reportable issues is provided on the final page of this document.

### **NO RETALIATION AND GOOD FAITH**

RENEX strictly prohibits retaliation against those who raise or help resolve conduct concerns. Personnel who retaliate against others may face disciplinary action, up to and including termination. All reports should be made in good faith, with reasonable grounds to believe that a violation has occurred. False or malicious allegations are treated seriously and may result in disciplinary or legal action.

## ***GENERAL COMPLIANCE***

Personnel may report alleged Code violations confidentially by submitting a written report to the Chair of the Company's Corporate Governance and Nominating Committee. The envelope should be clearly labeled "Confidential - Submitted per Code of Business Conduct and Ethics." Reports can be submitted directly or through Company officers, who will then forward them to the Committee Chair.

## ***REPORT CONTENT***

Reports should include relevant details and supporting documents, such as the individuals involved, witnesses, location, date, time, behaviour, and any other pertinent information necessary to facilitate an effective investigation.

## ***CONFIDENTIALITY***

Reports can be submitted confidentially or anonymously. If not submitted anonymously, an acknowledgment of receipt will be sent within five business days.

## ***COMPLAINTS OFFICER***

The Complaints Officer's name will be communicated annually to Personnel via email. The Complaints Officer must maintain confidentiality regarding complaints, report regularly (at least quarterly) to the Audit Committee, and keep complainants' identities confidential. All complaints will be documented and retained for a minimum of six years.

## ***HANDLING AND INVESTIGATING REPORTED VIOLATIONS***

The appropriate Board committee will review submitted reports and determine necessary actions, including conducting investigations if required. The committee may communicate with the person involved, review processes, and recommend corrective actions to prevent future violations. Confidentiality will be observed throughout the investigation process.

Prompt and thorough investigations will be conducted for all complaints, adhering to the Code. If warranted, corrective actions, including termination, will be recommended to the Board. Investigations will be impartial, with fair treatment of both complainants and respondents, respect for confidentiality, and responsiveness to specific requests from the complainant or respondent. Factual evidence will be gathered through interviews and other means.

## ***EXAMPLES OF REPORTABLE MATTERS***

- Accounting irregularities and financial statement disclosure issues
- Non-compliance with internal accounting controls
- Discrimination, bullying, and harassment
- Falsification of company records
- Unauthorized disclosure of proprietary information
- Safety and security violations
- Intentional property damage
- Breaches of applicable laws, including environmental, employment, health, and safety laws

This procedure affirms RENEX's commitment to ethical conduct, transparency, and providing a safe and fair workplace.

