

## SPEAK UP POLICY

### Introduction

At Karoon we want everyone to feel confident about raising issues of concern so that such issues can be managed.

Reporting is encouraged for all Karoon employees, contractors, suppliers and other service providers.

Raising problems or concerns early means that more serious incidents or consequences can be avoided.

In some circumstances you do have a responsibility to speak up about an issue, such as where a breach of law has occurred or where there is a risk to health and safety. There are several ways our people and others associated with Karoon can speak up. These include:

- Having a conversation directly with the person involved, raising the concern, if you are comfortable to do so;
- If you are not comfortable to do so, then you should have a conversation with your Karoon line manager;
- If the issue involves your line manager or you're not comfortable raising the issue with them, the matter can be raised with the relevant one-up manager, relevant senior manager or Human Resources; and
- Emailing [speakup@karooneenergy.com](mailto:speakup@karooneenergy.com); and/or
- Using Karoon's independent third-party speak up service, the NAVEX platform which is available 24 hours a day, 7 days a week, in English and Portuguese, and supports anonymous reporting:
  - Online: [karooneenergy.ethicspoint.com](http://karooneenergy.ethicspoint.com)
  - Mobile: [karooneenergymobile.ethicspoint.com](http://karooneenergymobile.ethicspoint.com)
  - Phone: Australia: 1800 331 066 | Brazil: (21) 2038-3386 | United States: 1-833-908-8187

Matters reported to the speak up email address or via the NAVEX platform will be considered by Karoon in accordance with its [Code of Conduct](#) and [Whistleblower Protection Policy](#).

If you have reasonable grounds to consider that serious misconduct has occurred that involves financial mismanagement, illegal activity, dangerous conduct, breaches of laws or corruption then you should refer to the [Whistleblower Protection Policy](#).

Our Whistleblower Protection Policy sets out what protections and measures apply to Whistleblower complaints and how to make such a complaint. It's important to note that personal work-related grievances generally do not qualify for protection under Whistleblower legislation.

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