



PEOPLE AND CULTURE POLICY

Lotus Resources Limited and its subsidiaries (**Lotus Resources**) are committed to fostering a people-first culture based on respect for fundamental human rights; a diverse and inclusive workplace where everyone is treated equally; a zero-tolerance approach to bullying, harassment, and discrimination; and promoting psychological safety, open communication, and mutual respect.

Lotus Resources is committed to a respectful workplace where individuals feel valued, safe, and empowered to contribute and a workforce that reflects the diversity of the communities in which we operate. Lotus also commits to the following:

- Treat each other with courtesy, dignity, and fairness;
- Listen and communicate respectfully and resolve conflict constructively;
- Promote a supportive team environment and positive morale;
- Provide equal opportunity in recruitment, promotion, development, and remuneration;
- Foster a workplace free from discrimination on the basis of national origin, race, cultural background, religion, gender identity or expression, sexual orientation, age, disability or any other attribute;
- Support the participation in leadership of women, local and Indigenous communities, and other underrepresented groups;
- Provide cultural awareness training and adapt practices to support inclusion and belonging;
- Support flexible work practices where operationally feasible;
- Comply with applicable employment, anti-discrimination and human rights laws in the jurisdictions in which the Company operates; and
- Monitor pay equity risks, where lawful and appropriate, and addressing material gaps where identified.

Monitoring workforce diversity information and inclusion indicators, where lawful and appropriate, to inform decision-making and reporting. Lotus Resources has zero tolerance to bullying (verbal, psychological, physical, cyber); sexual harassment and gender-based violence; racial, cultural, religious or gender-based discrimination; or retaliation against individuals who raise concerns.

All employees are encouraged to speak up if they witness or experience behaviour inconsistent with this policy. Reporting options include to your immediate supervisor or manager, human resources representative, or grievance officer. All reports will be taken seriously and treated confidentially, investigated promptly and fairly and addressed through disciplinary action where appropriate. Victimisation or retaliation against complainants is strictly prohibited.

This Policy applies to all Lotus Resources' employees, contractors, consultants, labour hire, business partners and suppliers involved in activities that may impact human rights.

This Policy will provide the framework for setting people objectives and targets within the business. Lotus Resources will ensure that resources are allocated to implement and monitor these commitments and legal obligations.

The ESG Committee will review the effectiveness of Lotus Resources' People and Culture Policy. This Policy will be reviewed at least biennially.

Greg Bittar
Managing Director
Lotus Resources Limited

Version Number	Revision Date	Document Owner	Document Approver
Version 2.0	18 March 2026	Managing Director	Board of Directors