



RESOURCES

*resourcing the new economy
for a better tomorrow*

SPOKESPERSON AND EXTERNAL COMMUNICATION POLICY

EQ RESOURCES LIMITED
ABN 77 115 0009 106

eqresources.com.au

1.0 PURPOSE

1.1 The aim of this policy is to:

- (a) Ensure that EQR's employees, contractors and service providers understand the content restrictions and approval process required prior to the release of any EQR branded communication or communication attributed to EQR, whether written, verbal, digital, broadcast or public.
- (b) Ensure that all external messaging and communication complies with EQR's Code of Conduct, Continuous Disclosure and Securities Trading policies and with the stringent reporting and continuous disclosure requirements EQR is bound by as a listed company on the Australian Securities Exchange (ASX).
- (c) Minimise the risk of a regulatory breach, adverse publicity, damage to EQR's reputation or damage to stakeholder relationships by ensuring all external messaging and communication is in line with EQR's Values, Policies, Standards and Procedures, and reflects the agreed position taken by EQR on the subject matter being communicated.
- (d) Establish the protocol for handling media enquiries and for providing EQR related information to external parties via nominated EQR Spokespersons.
- (e) Ensure that EQR's employees, contractors and service providers understand that they must not state, imply or allow others to reasonably assume that their personal views, opinions or commentary represent the views, position or policy of EQR unless they have been expressly authorised to speak on behalf of the Company.

2.0 SCOPE

2.1 This policy applies to:

- (a) The Board and all EQR employees, contractors, and service providers (**You, you or your**)
- (b) Any written, verbal, digital, broadcast or public communication externally on behalf of or in connection with EQR, including engagement with investors, media, analysts, government, regulators, industry bodies, community stakeholders, business partners and other stakeholders.
- (c) all formal and informal EQR-branded materials, or materials attributed to EQR, likely to enter the public domain, such as publications, reports, presentations, emails, videos, advertisements, website content, speeches, conference materials, site visit materials, investor or analyst briefing materials, submissions to Government or regulatory bodies, and other external-facing content (**External Communication**).

2.2 EQR has a separate Social Media Policy which sets out your obligations regarding use of social media. The Social Media Policy and Continuous Disclosure Policy applies in conjunction with this policy.

3.0 POLICY

3.1. APPROVAL PROCESS FOR EXTERNAL COMMUNICATIONS:

- (a) Unless you are a nominated EQR Spokesperson (**Chair, Managing Director, Company Secretary, CFO, IR & Communications Manager**) you must not release, publish, submit or present an External Communication or express views, opinions or policy which may be attributed to EQR.
- (b) EQR Spokespeople may, in writing, designate others the right to release, publish, submit, present and/or approve an External Communication.

3.2. APPROVAL PROCESS EXCEPTIONS

The Approval Process does **not** apply to:

- (a) general email correspondence or conversations at networking events/or workshops, however emails from an EQR email address must be written as if would be released into the public domain and all public comments should be in line with EQR's Values, Policies, Standards and Procedures;
- (b) "prescribed events" such as incidents or events nominated under Australian or Spanish legislation which must be notified to appropriate regulator(s) without delay; in such cases **Site General Manager** or a person delegated by them may make such a notification.

3.3. STAKEHOLDER RELATIONS, INVESTOR RELATIONS AND ANALYST SITE VISITS

- (a) All stakeholder and investor enquiries must be directed to **Investor Relations and Communications Manager** or the third party **Investor Relations Consultants** appointed from time to time. If they are not contactable, the **Managing Director** or **Chair** must be contacted to determine an appropriate course of action and respond to the enquiry.
- (b) Any materials to be used as presentations, handouts or fact sheets during a stakeholder, investor or analyst site visit must be approved by the **Investor Relations and Communications Manager** or the **Managing Director** prior to release.
- (c) **Saloro CEO** and **Site General Managers** have the authority to speak to stakeholders, investors or analysts on site visits about site specific matters, provided such information is already in the public domain.

3.4. MEDIA RELATIONS AND ASX RELEASES

- (a) Employees, contractors and service providers must not state, imply or allow others to reasonably assume that their personal views, opinions or commentary represent the views, position or policy of EQR unless they have been expressly authorised to speak on behalf of the Company.
- (b) All media enquiries must be directed to **Investor Relations and Communications Manager** and the **Managing Director**. If they are not contactable, the **Chair** must be contacted to determine an appropriate course of action and respond to the enquiry. Do not respond to the enquiry, but instead record the person's name, organisation, contact details, details of their enquiry and if there is a deadline. The following statement should be given:

"Thank you for your enquiry. I am not authorised to comment on behalf of EQ Resources or provide the Company's position. Please direct your enquiry to EQ Resources' authorised spokespersons via IR@eqresources.com.au."

- (c) The exception is for local media enquiries relating to community events, for which the **Saloro CEO and relevant Site General Manager** are approved as EQR Spokespersons. If you have been expressly authorised to speak to local or regional media, you must not comment on EQR's financial performance or operating results in these communications.
- (d) All Australian Securities Exchange (ASX) releases and media releases must be reviewed by the **Investor Relations and Communications Manager** and approved by either the **Board, the Chair, the Managing Director** or a person expressly authorised by them prior to being lodged or released externally in compliance with, the Continuous Disclosure Policy.
- (e) If EQR's associates or other third parties are involved in or mentioned in a release, they should be made aware of the relevant parts of the release prior to publication, and appropriate permissions obtained where required.

3.5. MATERIAL INFORMATION

- (a) If you inadvertently disclose any **Material Information** (being information that would, or would be likely to, influence persons who commonly invest in securities in deciding whether

to acquire or dispose of EQR securities) you must immediately notify the **Company Secretary**, who will proceed with the matter as if it were a notification under the Continuous Disclosure Policy. If they are not contactable, the **Managing Director** or **Chair** must be contacted instead.

3.6. CRISIS COMMUNICATION PLANS

- (a) You must not state, imply or allow others to reasonably assume that their personal views, opinions or commentary represent the views, position or policy of EQR unless they have been expressly authorised to speak on behalf of the Company.
- (b) If a site crisis situation arises, the Site General Manager must immediately notify the **Managing Director** or the **Chair** who will determine an appropriate course of communication actions. An EQR Crisis Management Plan which includes a Crisis Communication Plan will be implemented in FY 2027.
- (c) All crisis media enquiries will be handled in the same manner as general media enquiries in Section 3.4 b).
- (d) You must not release any information, including photographs or videos, of a site crisis situation unless the **Managing Director** or the **Chair** has provided written authorisation for you to do so.

4.0 NON-COMPLIANCE

- 4.1 You must immediately report any actual, suspected or inadvertent breach of this Policy to their line manager, the Investor Relations and Communications Manager or the Managing Director, who will report it the Company Secretary.
- 4.2 Failure to comply with this Policy may result in disciplinary action, up to and including termination of employment or engagement. Non-compliance may also result in legal, regulatory, reputational or financial consequences for EQR and/or the individual involved.
- 4.3 This includes unauthorised communication with media, investors, analysts, government, industry bodies or other external stakeholders where the communication could reasonably be understood as representing EQR's position.

5.0 MANAGEMENT OF POLICY

- 5.1 EQR has nominated the **Company Secretary** as the person with primary responsibility for compliance with this Policy and making you aware of this Policy. Any questions about this Policy should be referred to them.
- 5.2 This Policy will be reviewed by our Board **every 2 years** to ensure it remains effective and meets the best practices, industry standards, and our needs.
- 5.3 This Policy will be available on the EQR website within a reasonable time after any such updates or amendments have been approved.
- 5.4 This Policy cannot be amended without written approval from the Board of Directors.

6.0 DOCUMENT VERSION CONTROL

Policy Status:	Adoption	2 June 2026
	Version	V1 Approved 2 June 2026
Endorsement Body:	EQ Resources Board	
Approval Body:	EQ Resources Board	
Maintained by:	Company Secretary	