Albion Resources Limited

(ACN 620 545 664)

Statement of Values

Approved by the Board on 26th September 2025

1 Selection of external auditors

Albion Resources Limited (ACN 620 545 664) (the ***Company***) instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.

The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

2 Statement of values

2.1 Statement of values

The Company has adopted this Statement of Values to express the standards and behaviours it expects from its directors, senior executives and employees to fulfil its purpose and meet its goals.

As per Principle 3 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition:

(a) a listed entity should instil and continually reinforce a culture across the organisation of acting lawfully, ethically and responsibly; and

(b) a listed entity should articulate and disclose its values.

This Statement of Values applies to the Company, and its subsidiaries (if any).

2.2 Our commitment

Albion are committed to the discovery, development, and conversion of natural resources into shareholder wealth. We are nevertheless prudent when it comes to managing time and financial resources associated with achieving this objective for shareholders.

Accordingly, Albion is dedicated and committed:

(a) To maximise returns for our shareholders.

(b) To perform in a responsible and efficient manner in the conduct of our work systems and procedures.

(c) To actively engage with all of our stakeholders with a focus on sustainable exploration and development.

(d) To promote industry best practice, occupational health and safety among our workers and business partners, permanently controlling the risks inherent in our operations. We will comply with applicable laws and regulations of the countries in which we operate.

(e) To promote the ongoing care and protection of the environment within which we operate.

We acknowledge that our people are our greatest asset and are thus committed to providing a decent and safe work environment, offering opportunity for personal and professional development, and promoting self-protection, austerity, ethics, integrity and honesty.

2.3 Core values

Albion’s culture is forged by the absolute realisation that we represent shareholders and their interests whilst adhering to values underpinned by integrity and honesty; we behave with respect

and care for people and the environment, taking responsibility for our actions as we get on with the job in a diligent and work like manner.

We respect our employees, contractors, suppliers, customers, business partners and communities where our exploration and development takes place. We strive for zero tolerance in harming people, cultures and the environment. Sound corporate governance principles apply to safety, business conduct, social, environmental and economic initiatives.

Accordingly our core values are as follows:

(a) **Integrity** – we act honestly and with integrity in all dealings, both internally and externally. We commit to only dealing with business partners who demonstrate similar ethical and responsible business policies.

(b) **Respect** – we respect all people, their ideas and cultures and our words and actions must reflect this respect.

(c) **Safety** – we are committed to providing and maintaining a safe and non-discriminatory working environment to safeguard the health and safety of our employees, consultant contractors, customers, suppliers and other persons who visit our workplace, work site or project sites, or who we work with, as required by law.

(d) **Community Standards** – we act in a manner consistent with reasonable expectations of our investors and the broader community.

(e) **Invested** – we are invested in achieving positive outcomes for all stakeholders. We are committed to exploring opportunities to create and sustain value.

In line with the above values, we have a zero-tolerance approach toward bribery and corruption and we encourage our personnel to uphold these values and report any unacceptable conduct that is not consistent with these values. Please refer to our Anti-Bribery and Anti-Corruption Policy and our Whistleblower Protection Policy.