

# Barton Gold

## CORPORATE GOVERNANCE STATEMENT

Barton Gold Holdings Limited (**Barton Gold** or the **Company**) is committed to the highest standards of corporate governance and accountability in order to protect and enhance the interests of the Company and its shareholders. With these objectives in mind, the Board of directors of the Company (**Board**) has created a corporate governance framework that adopts relevant internal controls, risk management processes and corporate governance practices that are designed to promote the responsible management and conduct of the Company.

This corporate governance statement sets out the Company's current compliance with the 4th edition of the ASX Corporate Governance Principles and Recommendations (**ASX Recommendations**), and the extent to which the Company follows the ASX Recommendations. The corporate governance statement has been approved by the Board and is current as at 26 September 2025.

The Company notes the 'if not, why not' disclosure-based approach to governance adopted by the ASX Recommendations and that the ASX recommendations are not mandatory, but a guideline. Where the Company has not followed a particular ASX Recommendation, the Company has identified this and the reasons for not following, along with what (if any) alternate governance practices the Company adopted in lieu of the particular ASX recommendation.

Copies of the Company's key corporate governance policies and the charters of the Board and each of its committees are available at the Corporate Governance section of the Company website [www.bartongold.com.au/governance](http://www.bartongold.com.au/governance).

No.	ASX Recommendation	Comply	Explanation
<b>1. Lay solid foundation for management and oversight</b>			
1.1	<p>A listed entity should have and disclose a board charter setting out:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p>	<p>Yes</p> <p>Yes</p>	<p>The Board has adopted a written board charter setting out the primary responsibilities of the Board and management. The Board's responsibilities include, but are not limited to the following:</p> <ul style="list-style-type: none"> <li>• approving and monitoring the Company's strategy, budget, remuneration, and financial performance objectives;</li> <li>• overseeing and monitoring systems of risk management, operational risk policies and procedures (including policies relating to health, safety, and injury management), internal control, and legal compliance;</li> <li>• selecting, appointing, and evaluating from time to time the performance of, determining the remuneration of, and planning the succession of, the Board, its Committees, and individual directors, CEO and CFO;</li> <li>• approving the Company's annual budget and major capital expenditure, acquisitions, and incentive plans and overseeing capital management;</li> <li>• approving financial reports, profit forecasts, and other reports required by law or under ASX Listing Rules to be adopted by the Board; and</li> <li>• developing and reviewing the Company's corporate governance policies and culture with respect to the establishment and observance of appropriate ethical standards.</li> </ul> <p>Pursuant to the Board Charter, the following matters are specifically reserved for the Board:</p> <ul style="list-style-type: none"> <li>• appointment and removal of the Chair;</li> <li>• appointment and removal of CEO and Managing Director;</li> <li>• appointment and removal of CFO;</li> <li>• appointment of directors to fill a vacancy or as an additional director;</li> <li>• establishment of Board committees, their membership, and delegated authorities;</li> </ul>

No.	ASX Recommendation	Comply	Explanation
			<ul style="list-style-type: none"> <li>• approval of dividends;</li> <li>• approval of acquisitions and divestitures in excess of authority levels delegated to management;</li> <li>• calling of meetings to shareholders;</li> <li>• the amount, nature and term of the Company's debt facilities;</li> <li>• any matters in excess of any discretions that the Board may have delegated to the CEO and Managing Director or senior executives; and</li> <li>• any other specific matters nominated by the Board from time to time.</li> </ul> <p>Pursuant to the Board Charter, the Managing Director, with management, is responsible for implementing the Company's strategy and achieving the Company's business performance and financial objectives, and for carrying out the day-to-day management and control of the Company's affairs. The Managing Director and Senior Executives must operate in accordance with the Board's approved policies and delegated limits of authority, as described in the Company's delegations framework.</p> <p>A copy of the Board Charter is available on the Company's website.</p>
1.2	<p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a director or senior executive or putting forward a person for election as a director; and</p> <p>(b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>	<p>Yes</p> <p>Yes</p>	<p>The Company has established a Nomination and Remuneration Committee which assists the Board in identifying and electing Directors. The Committee ensures that background checks on the person's character, experience, education, criminal record, and bankruptcy history are undertaken when assessing whether someone is qualified to be a Board member.</p> <p>The Company provides shareholders with all material information in its possession when appointing or recommending Directors for election, including any material adverse information revealed by these checks prior to the general meeting at which they can be elected.</p>
1.3	<p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	<p>Yes</p>	<p>All Directors and senior executives enter into service agreements with the Company which set out the terms of their appointment, prior to their engagement with the Company.</p>

No.	ASX Recommendation	Comply	Explanation
1.4	The Company Secretary of a listed entity should be accountable directly to the Board, through the chair, on all matters to do with the proper functioning of the Board.	Yes	<p>The Company Secretary is accountable to the Board on all matters to do with the proper functioning of the Board.</p> <p>The Company Secretary is responsible for the coordination of all Board and Committee business, including agendas, papers, minutes, communication with independent advisers and to develop and maintain the information systems and processes that are appropriate for the Board to fulfill its role.</p>
1.5	<p>A listed entity should:</p> <p>(a) have and disclose a diversity policy; and</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieving gender diversity;</p> <p>(2) the Company's progress towards achieving those objectives; and</p>	<p>Yes</p> <p>No</p> <p>Yes</p>	<p>The Company has adopted a Diversity Policy, available on its website.</p> <p>In accordance with the Diversity Policy, the Company aims to achieve greater gender diversity and diversity by other measures including, but not limited to, age, sexual orientation, and cultural diversity.</p> <p>Given the current nature and scale of the Company's activities and the resultant small size of the Company's workforce, the Board has determined that it is not presently practicable to set measurable objectives for achieving gender diversity.</p> <p>The Board will regularly consider the establishment of objectives for achieving gender diversity as the Company develops.</p> <p>The Company will disclose at the end of each reporting period the respective proportion of women and men on the Board, in senior executive positions and across the Company.</p> <p>At the date of this Corporate Governance Statement, the Board comprises no female directors and 4 male directors (including the Managing Director). The Company's contracted Company Secretarial role is undertaken by a female and a female CFO was recruited during the period.</p>

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	<p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined</p>		<p>The Board will continue to consider diversity (amongst other factors) in future appointments to the Board and to senior executive positions.</p>



No.	ASX Recommendation	Comply	Explanation
<b>2. Structure the Board to be effective and add value</b>			
2.1	<p>The Board should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose</p> <p>(3) the charter of the committee;</p> <p>(4) members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>The Company has established a Nomination and Remuneration Committee, which as at the date of this Corporate Governance Statement consists of three members, the majority of whom are independent.</p> <p>The Chair of the Nomination and Remuneration Committee Charter is independent.</p> <p>A copy of the Nomination and Remuneration Committee Charter is available on the Company's website.</p> <p>During FY25 and to the date of this Corporate Governance Statement, the Nomination and Remuneration Committee comprised of the following members:</p> <p>(a) Christian Paech (Chair);</p> <p>(b) Ken Williams; and</p> <p>(c) Graham Arvidson.</p> <p>Details of attendance at Committee meetings and the number of meetings held during the period are disclosed on page 12 of the 2025 Annual Report.</p>

No.	ASX Recommendation	Comply	Explanation
	(b) if it does not have a nomination committee, disclose that fact and the processes it employees to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.	N/A	
2.2	The Company should have and disclose a Board skills matrix and diversity that the Board currently has or is looking to achieve.	Yes	The Company has developed a Board Skills Matrix to ensure that it has a mix of skills, experience, and diversity appropriate to enable the Board as a whole to discharge its functions. The mix of key skills and diversity that the Board has identified as appropriate to its current membership are corporate leadership and resources experience, industry experience, international experience, finance, strategy, financial literacy, industry experience, technical qualifications and environmental, social and governance skills.
2.3	A listed entity should disclose: (a) the names of directors considered to be independent directors;	Yes	<p>The names of independent directors and the length of service for each director disclosed on pages 10 to 11 of the 2025 Annual Report.</p> <p>The Board has assessed the independence of directors against the criteria set out in the ASX Corporate Governance Principles and Recommendations and has determined that three of four directors are independent, as at the date of this Corporate Governance Statement.</p> <p>Messrs Ken Williams, Graham Arvidson, and Christian Paech are considered independent.</p> <p>Mr Alexander Scanlon is not considered independent due to his executive role in the Company and because he is a director of a significant shareholder of the Company and is an eligible beneficiary of a discretionary trust which owns the shareholder entity.</p>

No.	ASX Recommendation	Comply	Explanation
	<p>(b) if a director has an interest, position, association or relationship as described in Box 2.3 of guidance to Principle 2, but the Board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p>N/A</p> <p>Yes</p>	<p>The length of service of each director is disclosed in the Annual Report.</p>
2.4	A majority of the Board should be independent directors.	Yes	<p>The Board has considered the guidance to Principle 2: <i>Structure the Board to be Effective and Add Value</i> within the ASX Recommendations and in particular, Box 2.3, which contains a list of “relationships affecting independent status.”</p> <p>During FY25, the Board was comprised of three Non-Executive Directors, and the CEO and Managing Director:</p> <ul style="list-style-type: none"> <li>(a) Alexander Scanlon, CEO and Managing Director;</li> <li>(b) Ken Williams, Independent Non-Executive Chair;</li> <li>(c) Graham Arvidson, Independent Non-Executive Director; and</li> <li>(d) Christian Paech, Independent Non-Executive Director.</li> </ul> <p>The Board considers each of Messrs Williams, Arvidson and Paech to be independent.</p> <p>Each of Messrs Williams, Arvidson and Paech are considered to be free from any interest, position, association or relationship that might influence, or reasonably be perceived to influence, the independent exercise of the Director's judgement and that each of them is able to fulfil the role of independent Director for the purpose of the ASX Recommendation.</p>

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2.5	The chair of the Board should be an independent director and should not be the same person as the CEO.	Yes	Mr Ken Williams is Non-Executive Chairman and is considered to be independent. The CEO and Managing Director is Mr Alexander Scanlon.
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	Yes	The Nomination and Remuneration Committee has oversight over the induction of directors. All Directors are encouraged to undergo continual professional development.  New Directors will be provided with an induction program to assist them in becoming familiar with the Company, its managers, and its business following their appointment. Directors may, with the approval of the Chairman, undertake appropriate professional development opportunities (at the expense of the Company) to maintain the skills and knowledge needed to perform their role.
<b>3. Instil a culture of acting lawfully, ethically and responsibly</b>			
3.1	A listed entity should articulate and disclose its values.	Yes	The Company has outlined its values in its Code of Conduct, available on the Company's website.
3.2	A listed entity should:	Yes	The Company has adopted a formal Code of Conduct, which can be accessed at the Company's website.  The Code of Conduct requires any breach of the code to be reported to the Board.
	(a) have and disclose a conduct of conduct for its directors, senior executives and employees; and	Yes	
3.3	(b) ensure that the Board, or a committee of the Board, is informed of any material breaches of the code.	Yes	The Company has adopted a Whistleblower Protection Policy, which can be accessed at the Company's website.  The Whistleblower Protection Policy encourages the reporting of any suspected fraud or corrupt conduct or any other form of inappropriate behaviour (reportable conduct). While this would generally be through the normal channels of line management, there may be times when an employee or contractor believes it is
	A listed entity should:	Yes	
	(a) have and disclose a whistleblower policy; and	Yes	

No.	ASX Recommendation	Comply	Explanation
	(b) ensure that the Board, or a committee of the Board, is informed of any material incidents reported under that policy.	Yes	<p>inappropriate or difficult for matters to be reported through these channels. The Whistleblower Protection Policy provides other avenues for employees or contractors to express their concerns in order to protect their identity.</p> <p>The Board, or a committee of the Board will be informed of any material incidents reported under the Whistleblower Protection Policy.</p>
3.4	<p>A listed entity should:</p> <p>(a) have and disclose an Anti-Bribery and Corruption Policy; and</p> <p>(b) ensure that the Board, or a committee of the Board, is informed of any material breaches of the policy.</p>	Yes	<p>In accordance with the ASX guidance to Recommendation 3.4, the Company's Code of Conduct contains the Company's Anti-Bribery and Corruption Policy.</p> <p>The Board, or a committee of the Board will be informed of any material breaches of the Company's Code of Conduct, which contains the Company's Anti-Bribery and Corruption Policy.</p>
<b>4. Safeguard the integrity of corporate reports</b>			
4.1	<p>The Board of a listed entity should:</p> <p>(a) have an audit committee which</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p>	<p>Yes</p> <p>Yes</p>	<p>The Board has established an Audit and Risk Committee currently consisting of three Non-Executive Directors, all of whom are independent. The Committee assists the Board in ensuring the integrity of the Company's financial reporting, the effectiveness of the Company's systems of financial risk management and internal control and monitoring the Company's external audit functions.</p> <p>During FY25 and to the date of this Corporate Governance Statement, the Audit and Risk Committee was comprised of the following members:</p> <p>(a) Graham Arvidson (Chair);</p> <p>(b) Christian Paech; and</p> <p>(c) Ken Williams.</p>

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	(2) is chaired by an independent director, who is not a chair of the board, And disclose,	Yes	The Committee is chaired by Mr Graham Arvidson, who is an independent director and not chair of the Board.
	(3) the charter of the committee;	Yes	A copy of the Audit and Risk Committee Charter is available on the Company's website.
	(4) the relevant qualifications and experience of the members of the committee; and	Yes	The relevant qualifications and experience of the members of the Committee are disclosed on pages 10 to 11 of the Company's 2025 Annual Report.
	(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or	Yes	The number of Audit and Risk Committee meetings held during the period is disclosed on page 12 of the Company's 2025 Annual Report.
	(b) if it does not have an audit committee, disclose that fact and the processes it employees that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of	N/A	

No.	ASX Recommendation	Comply	Explanation
	the audit engagement partner.		
4.2	Before approving the financial statements for a financial period, the Board should receive from the Chief Executive Officer and the Chief Financial Officer a declaration that, in their opinion, the financial records have been properly maintained and that the financial statements comply with appropriate accounting standards and give a true and fair view of the financial position and performance of the company and that the opinion has been formed on the basis a sound system of risk management and internal control which is operating effectively.	Yes	In accordance with the Audit and Risk Committee Charter, before approving financial statements, the Board will receive appropriate declarations from the Chief Executive Officer and the Chief Financial Officer that, in their opinion, the financial records have been properly maintained and that the financial statements comply with appropriate accounting standards and give a true and fair view of the financial position and performance of the company and that the opinion has been formed on the basis a sound system of risk management and internal control which is operating effectively.
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	Yes	The verification and approval process of periodic corporate reports released to the market by the Company is covered in the Company's Board Charter, Continuous Disclosure Policy, and Shareholder Communications Policy.  The full Board is responsible for reviewing and recommending for approval to the Board any periodic corporate reports released to the market containing financial information that is not audited or reviewed by an external auditor.
<b>5. Make timely and balanced disclosure</b>			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	Yes	The Company has adopted a Continuous Disclosure Policy to promote awareness within the Company of its continuous disclosure obligations and to document the process by which the Company provides timely and accurate information to keep the market fully informed of any matters which may have a material effect on the price or value of the Company's securities.  The policy also sets out procedures for dealing with external communications that seek to ensure, among other things, that market-sensitive information is

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			<p>first disclosed to ASX before being communicated to third parties.</p> <p>A copy of the Company's Disclosure Policy is available on the Company's website.</p>
5.2	A listed entity should ensure that the Board receives copies of all material market announcements promptly after they have been made.	Yes	<p>The Company's Continuous Disclosure Policy governs the release of information to the market, including Board approval and receipt of ASX releases.</p> <p>The Company will not release any information lodged with ASX under the Company's general and continuous disclosure obligations on the Company's website until formal confirmation from ASX that it has been released.</p>
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcement Platform ahead of the presentation.	Yes	The Company's Communications and Continuous Disclosure Policy provides for the release of presentation materials to the ASX ahead of the presentation.
<b>6. Respect the rights of security holders</b>			
6.1	Provide information about itself and its governance to investors via its website.	Yes	<p>The Company provides information about itself and its governance to its investors on the Company's website.</p> <p>The Company will regularly update the website and contents therein as deemed necessary.</p>
6.2	Establish an investor relations program to facilitate effective two-way communication with investors.	Yes	<p>The Company has adopted a Communications Policy which facilitates two-way communication and ensures the Company provides timely and accurate information equally to all Shareholders and market participants.</p> <p>The Communications Policy outline that information will be communicated to shareholders through a range of forums and publications including:</p> <ul style="list-style-type: none"> <li>• AGM and other general meetings;</li> <li>• Investor presentations and other public presentations;</li> <li>• Media and ASX market announcements;</li> <li>• Annual reports including annual and half-year financial results; and</li> <li>• Website.</li> </ul>

No.	ASX Recommendation	Comply	Explanation
			A copy of the Communications Policy is available on the Company's website.
6.3	Disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.	Yes	<p>The Company seeks to maximise Shareholders' ability to participate in the general meeting process by:</p> <ul style="list-style-type: none"> <li>• making Directors of the Company, members of the management team, and the external auditor available to shareholders at the meeting;</li> <li>• allowing shareholders in attendance a reasonable opportunity to ask questions regarding the items of business, including questions to the external auditor regarding the conduct of the audit and the preparation and content of the auditor's report;</li> <li>• providing shareholders who are unable to attend the meeting with an opportunity to submit questions in advance of the meeting; and</li> <li>• allowing shareholders to lodge proxies electronically.</li> </ul>
6.4	All substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	Yes	The Company conducted voting on all resolutions by way of a poll, at the 2023 Annual General Meeting. And intends to continue the practice at the 2025 Annual General Meeting.
6.5	Security holders should have the option to receive communications from, and send communications to, the company and its security registry electronically.	Yes	<p>Technology has allowed the Company to more effectively communicate with its stakeholders. Accordingly, the Company has put in place arrangements such that:</p> <ul style="list-style-type: none"> <li>• shareholders have the option to receive and send communications electronically;</li> <li>• the Company's email system allows team members and stakeholders to communicate simply and easily with management and our wider team; and</li> <li>• shareholders can elect to receive the Company's Annual Report electronically or in hard copy through the mail.</li> </ul>
<b>7. Recognise and manage risk</b>			

No.	ASX Recommendation	Comply	Explanation
7.1	<p>The Board should:</p> <p>(a) have a committee(s) to oversee risk, each of which:</p> <p>(1) have at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose</p> <p>(3) the charter of the committee; and</p> <p>(4) the members of the committee; and</p> <p>(6) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>The Board has established an Audit and Risk Committee currently consisting of three Non-Executive Directors, all of whom are independent. The Committee assists the Board in ensuring the integrity of the Company's financial reporting, the effectiveness of the Company's systems of financial risk management and internal control and monitoring the Company's external audit functions.</p> <p>During FY25 and to the date of this Corporate Governance Statement, the Audit and Risk Committee was comprised of the following members:</p> <p>(a) Graham Arvidson (Chair);</p> <p>(b) Christian Paech; and</p> <p>(c) Ken Williams.</p> <p>The Committee is chaired by Mr Graham Arvidson, who is an independent director and not chair of the Board.</p> <p>A copy of the Audit and Risk Committee Charter is available on the Company's website.</p> <p>The members and their relevant qualifications and experience of the members of the Committee are disclosed on pages 10 to 11 of the Company's 2025 Annual Report.</p> <p>The number of Audit and Risk Committee meetings held during the period is disclosed on page 12 of the Company's 2025 Annual Report.</p>



No.	ASX Recommendation	Comply	Explanation
	exposure to environmental and social risks and if it does, how it manages or intends to manage those risks.		Company specific risks from page 68 of the 2025 Annual Report. The Company reported no material exposure to environmental or social risks in its 2025 Annual Report.
<b>8. Remunerate fairly and responsibly</b>			
8.1	<p>The Board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>The Company has established a Nomination and Remuneration Committee, which consists of three members, the majority of whom are independent, including the chair of the committee.</p> <p>A copy of the Nomination and Remuneration Committee Charter is available on the Company's website.</p> <p>During the reporting period, the Nomination and Remuneration Committee comprised of the following members:</p> <p>(a) Christian Paech (Chair);</p> <p>(b) Ken Williams; and</p> <p>(c) Graham Arvidson.</p> <p>Details of attendance at Committee meetings and the number of meetings held during the period are disclosed on page 12 of the 2025 Annual Report.</p>

No.	ASX Recommendation	Comply	Explanation
	<p>period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	Yes	
8.2	A listed entity should separately disclose its policies and practices regarding the remuneration of Non-Executive Directors and that of Executive Directors and senior executives.	Yes	The structure of non-executive Directors' remuneration is clearly distinguished from that of Executive Directors and Senior Executives and is disclosed in the Remuneration Report, commencing on page 12 of the Company's 2025 Annual Report.
8.3	<p>A listed entity which has an equity based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions which limit the economic risk of participating in the scheme and;</p> <p>(b) disclose the policy or a summary of the policy.</p>	Yes	<p>The Company has a Securities Trading Policy which prohibits directors, officers, and employees from entering into transactions or arrangements which limit the economic risk of their security holding in the Company.</p> <p>The Securities Trading Policy can be accessed on the Company's website.</p>