



TRIBUNE RESOURCES LIMITED
ACN 009 341 539

MODERN SLAVERY STATEMENT

For the financial year ending 30 June 2025
Prepared in accordance with the *Modern Slavery Act 2018* (Cth)

Our Company

Tribune Resources Ltd (ABN 11 009 341 539) (“Tribune” or the “Company”) is an Australian public company listed on the Australian Securities Exchange (ASX: TBR), with its registered office located at G1, 49 Melville Parade, South Perth, Western Australia.

This Modern Slavery Statement outlines the measures implemented by Tribune to identify, address, mitigate, and remediate risks related to modern slavery within its operations and supply chain. This Statement is prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth) for the financial year ending 30 June 2025.

The Company engaged its local supply and management teams during the drafting process and continues to collaborate with them to manage modern slavery risks effectively.

Within the consolidated entity, where Tribune has control:

- Directors, officers, and staff are shared.
- Entities operate within the same industry sectors; and
- Procurement policies, procedures, and suppliers are consistent across entities.

Accordingly, ongoing and comprehensive consultation on all matters, including issues relating to modern slavery, was maintained throughout the reporting period.

Modern Slavery

Modern slavery encompasses circumstances in which individuals are subjected to exploitation and are unable to refuse or escape due to threats, violence, coercion, deception, or abuse of authority. This issue frequently remains undetected within supply chains, agriculture, construction, domestic service, and manufacturing sectors.

The Australian *Modern Slavery Act 2018* (Cth) (“MSA”) defines modern slavery as including eight categories of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment for labour or services, and the worst forms of child labour.

Our Structure, Operations, Activities and Supply Chains

Tribune serves as the ultimate parent entity for a collection of companies registered in Australia, the Republic of Ghana (“Ghana”), Singapore, the Philippines, and the British Virgin Islands. Tribune participates in the East Kundana Joint Venture (“EKJV”) in Australia, owns an exploration company in Ghana and holds an interest in an exploration company based in the Philippines.

The consolidated entity is as detailed in the table below:

Entity Name	Entity Type	Country of Incorporation	Ownership Interest	Status
Tribune Resources Ltd (parent)	Body Corporate	Australia	-	Holds 36.75% interest in East Kundana Joint Venture
Rand Mining Ltd	Subsidiary for accounting purposes	Australia	46.73%	Holds 12.25% interest in East Kundana Joint Venture
Mount Manning Resources Pty Ltd	Subsidiary	Australia	100%	Dormant
Tribune Resources (Ghana) Limited	Subsidiary	Ghana	100%	Holds 100% interest in Japa project
Fort Accra Ltd	Subsidiary	Ghana	100%	Dormant
Tribune Resources Ghana Gold Ltd	Subsidiary	British Virgin Islands	100%	Dormant
Prometheus Developments Pte Ltd	Subsidiary	Singapore	51% *	Holds 40% interest in Paraiso Consolidated Mining Corporation (Diwalwal Project - see below)
Prometheus Management Pty Ltd	Subsidiary	Philippines	51% *	Provides some minor corporate services to the Diwalwal Project

*100% for accounting purposes

Currently the Company has operating projects across 3 countries - Australia, Ghana and the Philippines. Details of the projects are as follows:

East Kundana Joint Venture (EKJV) (Australia)	
<p>36.75% Tribune Resources Ltd and 49% when consolidated with Rand Mining Ltd</p> <p>51%, owned by Gilt Edge Mining (“GEM”) a wholly owned subsidiary of Evolution Mining Ltd who also act as the Joint Venture Manager</p>	<p>Tribune and Rand’s share in the EKJV has remained constant over the life of the EKJV. Ownership of GEM has passed through various mining companies, Goldfields Ltd, Aurion Gold, Placer Dome, Barrick Gold, Northern Star Resources Ltd with Evolution assuming control of GEM and operational management of the EKJV in August 2021.</p> <p>The EKJV is presently an operational underground gold mining project located in the Kundana area 25km WNW of Kalgoorlie and 47km NE of Coolgardie, in the Eastern Goldfields of Western Australia. The project comprises two producing underground mines Raleigh and Rubicon/Hornet /Pegasus (RHP).</p>
Other Australian exploration projects	
<p>100% interest in Seven Mile Hill, West Kimberley</p> <p>24.5% interest in the West Kundana Joint Venture</p>	<p>The consolidated entity also has some minor exploration projects in Western Australia, these are identified as Seven Mile Hill, West Kimberley of which the consolidated entity controls 100% and the West Kundana Joint Venture of which consolidated entity owns 24.50% alongside GEM (75.50%), who also act as the Joint Venture Managers.</p>
Japa Exploration Project (Ghana)	
<p>100% Tribune Resources (Ghana) Ltd</p>	<p>Tribune Resources (Ghana) Limited acquired its interest in the Japa Gold Project in 2005. Initial work by Tribune expanded on surface geochemical sampling conducted by previous explorers which was followed by drill testing of identified gold anomalies.</p> <p>Successive phases of drilling have defined extensive gold mineralisation within numerous prospects across the Mining Lease. Two deposits, Adiembra and Japa-Dadieso Trend, have been the principal focus areas of this work over the period of tenure and these deposits form the base from which Tribune is developing the Japa Project. Exploration work is continuing with no mining activities or mineral production undertaken by the Company in the reporting year.</p>

Diwalwal exploration project (Philippines)	
<p>40% interest in Paraiso Consolidated Mining Corporation held via our 51% interest (100% interest for accounting purposes) in Prometheus Developments Pte Ltd</p> <p>60% Local Interest</p>	<p>The Diwalwal Gold Project is located approximately 120 km northeast of Davao City on Mindanao Island in the Philippines. Tribune has relevant interest in the 729 Area and Upper Ulip subdivisions of the Diwalwal Mineral Reservation. The region is located east of the Philippine fault system in the Southern Pacific Cordillera, which hosts a north striking band of epithermal gold deposits.</p> <p>Exploration work is continuing with no mining activities or mineral production undertaken by the Company in the reporting year.</p>

As of 30 June 2025, the Company employed the following personnel directly:

- Australia: 9 local employees
- Ghana: 25 local employees and 1 expatriate employee

Additional information about the Company's assets and subsidiaries are available on the Company's website and in the 2025 Annual Report located at www.tribune.com.au.

Our Supply Chain

Tribune's global supply chain spans multiple countries. Across our supply chain we source products and services from around 267 suppliers within the countries we operate as well as other countries in Europe and Africa.

Contractors and suppliers are an important part of our business. We aim to build long-term stable relationships and develop local suppliers to support the local communities wherever possible.

In the companies that we control our direct procurement includes consulting, accounting and auditing services, mining equipment, exploration materials, tools, IT equipment, personal protective equipment and clothing, electricity, fuel and food. We also engage contractors to supply professional services and exploration-related services such as drilling and assaying.

Risk of Modern Slavery Practices

When preparing this report, we focused on risks that could lead directly to modern slavery through our own activities, as well as those involving supply chains or contractors that might contribute to it. We also considered operations where modern slavery could be linked through the actions of other entities with whom we do business.

Sector Risks

Sector	Example of good/service with potential risk	Examples of modern slavery risks
Artisanal mining	Artisanal and small-scale mining near our exploration sites	Risks to marginalised groups (migrant workers, women, children and indigenous workers), forced labour, trafficking of workers, poor/unsafe working conditions, excessive hours, retention of passport/ID documents
Consumables	Food products such as rice, fish, cocoa Personal protective equipment (PPE), particularly clothing Fuel Car/equipment parts Chemicals	Risks to marginalised groups (migrant workers, women, children and indigenous workers), forced labour, trafficking of workers, poor working conditions, excessive working hours, retention of passport/ID documents, upstream supply chain risks, informal and unregulated supply chains
Logistics and transport	Local and global shipping of equipment/samples	Risk of forced labour poor working conditions, excessive hours
Labour recruitment and employment	Labour workers for drill rigs, field and security services	Risks of exploitative recruitment, excessive working hours, retention of passport/ID documents, isolation at remote locations, debt bondage
Technology	Goods containing conflict materials such as cobalt or gold from artisanal/small scale mining such as mobile phones, laptops, computers, appliances and software/digital services which may be outsourced to low-income countries	Risks to marginalised groups (migrant workers, women and children), bonded labour, retention of passports/ID, poor working conditions and pay

Country Risk

The Company recognises that Ghana is vulnerable to modern slavery due to a combination of economic and social factors. High poverty levels and reliance on informal labour markets increase the risk of exploitative practices, while weak enforcement of labour laws and limited resources for inspections create governance gaps. Regional migration patterns and porous borders heighten exposure to trafficking and forced labour, and low school attendance in rural areas contributes to child labour, particularly in cocoa farming and artisanal mining. These factors collectively make Ghana a higher-risk environment compared to countries with stronger protections and oversight, like Australia.

Actions Taken to Assess and Address Modern Slavery Risks During the Period

The Company evaluated modern slavery risks in its supply chains during the reporting period. We strongly oppose modern slavery and human rights abuses. Our Modern Slavery Policy applies to directors, employees, contractors, consultants, and business partners.

Personnel

All personnel including employees and contractors are subject to laws of the countries in which the recruitment takes place. The Company's recruitment process and practices ensure that the engagement of potential employees is undertaken ethically and on a non-discriminatory basis and include the requirement for all candidates to possess and demonstrate their right to work lawfully in the country in which they are employed.

Staff remuneration is reviewed annually and working conditions align to local and international laws at a minimum. We believe that we have sufficient grievance mechanisms in place to support our policies including our Code of Conduct, Diversity Policy, Anti-Bribery and Corruption Policy, Modern Slavery Policy and Whistleblower Policy.

Supply Chain – supplier onboarding and engagement

During the reporting period, the Company began updating its supplier onboarding and engagement processes, including:

- Reviewing and revising company policies
- Implementing a new ERP platform to collect and report key non-financial data
- Enhancing risk management frameworks and board reports for improved tracking of compliance and conduct issues
- Working with suppliers on improvement plans and reviewing investigation outcomes and effectiveness
- Conducting risk mapping of suppliers based on geography and service category
- Monitoring partners via compliance reports and participating in committee and board meetings
- Providing updated training to staff on identifying modern slavery risks

Major transactions and Partnerships

During the reporting period we began integrating modern slavery risk assessment into our overall due diligence for future major transactions, joint ventures, business partnerships, and other relevant business activities.

Remediation

If we identify instances of modern slavery within our operations or supply chains, our priority is to take immediate and effective action to protect affected individuals. This includes working collaboratively with suppliers and stakeholders to implement corrective measures, provide support to impacted workers, and ensure that remediation aligns with international human rights standards. We will not terminate relationships without considering the potential harm to workers and will focus on sustainable solutions that prevent recurrence.

Assessing Effectiveness of Our Actions

Our in-country and management teams are responsible for evaluating modern slavery measures and updating our plans, risk frameworks and board reporting as needed.

During the 2025 reporting period, our focus has been to gain a better understanding of the modern slavery risks that exist across our organisation. We are developing a Supplier questionnaire and updating Supplier contracts with modern slavery clauses, working with our Partners and personnel to improve awareness of modern slavery risks and looking at ways to track information to accurately assess our future efforts.

Currently we are unable to adequately assess the impact of these efforts however we are not aware of any instances of modern slavery in our operations or supply chain during the reporting period.

Tribune remains committed to upholding human rights and eradicating modern slavery across our operations and supply chains. We will continue to strengthen our due diligence processes, engage with stakeholders, and implement robust measures to identify, prevent, and address modern slavery risks. Through ongoing monitoring, collaboration, and transparency, we aim to ensure ethical practices and continuous improvement in line with our values and legal obligations.

Signed,



Anthony Billis
Director, Tribune Resources Ltd

This statement was prepared in consultation with our in-country supply and management and was approved by the Tribune Resources Limited Board of Directors on 5 January 2026.

Appendix

Compliance with Mandatory Criteria in the Modern Slavery Act

Section	Mandatory Reporting Criteria	Reference
16(1)(a)	Identify the reporting entity	Page 1
16(1)(b)	Describe the structure, operations and supply chains of the reporting entity	Pages 2-4
16(1)(c)	Describe the risk of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Page 4 and 5
16(1)(d)	Describe the actions taken to assess and address those risks – including due diligence and remediation processes undertaken	Page 6
16(1)(e)	Describe how the entity assesses the effectiveness of such actions	Page 7
16(1)(f)	Describe the process of consultation with (i) Any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under section 14 – the entity giving the statement	Page 1
16(1)(g)	Include any other information that the reporting entity, or the entity giving the statement considers relevant	N/A
(16)(2)(a)	For a statement to be given under section 13 (modern slavery statements for single reporting entities) – details of approval by the principal governing body of the reporting entity	Page 7
16(2)(b)	For a statement to be given under section 14 (joint modern slavery statements); (i) Details approval by the relevant principal governing body or bodies; and (ii) If subparagraph 14(2)(d)(iii) applies – an explanation of why it is not practicable to comply with subparagraph 14(2)(d)(i) or (ii).	N/A