

Code of Conduct

Regal Partners Limited ACN 129 188 450

1. Introduction

1.1 This code of conduct applies to:

- (a) the directors of Regal Partners Limited ACN 129 188 450 (**Company**);
- (b) all employees and officers (other than directors) of the Company and its controlled entities (together, the **Group**); and
- (c) any contractor or consultant to the Group whose terms of engagement incorporate this code of conduct (together, **Personnel**).

2. Purpose

2.1 The core values of the Group are set out below:

- (a) **Client first:** Never lose sight of our clients and always act with integrity. Seek to constantly exceed expectations, both in risk-adjusted investment performance and client experience. Delighted clients are our best advocates.
- (b) **'Custodians' of capital:** We remind ourselves of the fiduciary duty we owe to our funds and clients. We promote active risk management and identify and manage key risks.
- (c) **Accountability and reputation:** Our reputation is of utmost value and must be preserved.
- (d) **Entrepreneurial:** All staff members are encouraged to think like a business owner, be passionate and search for opportunities to invest and/or operate more efficiently.
- (e) **Teamwork:** We aim to hire talented people and provide them with an opportunity to do their best work together. We operate a flat structure and win as a team, not as individuals. We leverage the collective and embrace diversity of thought.
- (f) **Alignment:** We understand the power of true partnerships, and we invest alongside our clients and shareholders to ensure interests remain aligned.

2.2 As well as assisting to discharge the legal and equitable duties owed by directors and employees, the purpose of this code of conduct is to, in conjunction with the other policies and charters of the Group, adhere to the core standards of the Group, including to:

- (a) articulate the high standards of honesty, integrity and ethical, responsible and law-abiding behaviour expected of its Personnel;
- (b) demonstrate the commitment of the Company and its directors and senior executives to, and to encourage the observance of those standards, to protect and promote the interests, and take into account the reasonable expectations of, the Company's shareholders and other stakeholders (including other Personnel, customers, suppliers, creditors, consumers and the broader community);
- (c) guide Personnel as to the practices necessary to maintain confidence in the Group's integrity and comply with their legal obligations;
- (d) maintain an environment free of unlawful discrimination, harassment (including sexual harassment), victimisation and bullying, consistent with the Company's positive duty under the Sex Discrimination Act 1984 (Cth) to take reasonable and proportionate measures to eliminate such conduct, and to take action to stop such behaviour as soon as the Company becomes aware of it; and
- (e) promote a workplace and culture that supports diversity, equity and inclusion, and respects the individual;

- (f) set out the responsibility and accountability of all Personnel to report and directors and senior executives to investigate any reported violations of this code or unethical or unlawful behaviour. A breach of the code of conduct may result in consequences to the Personnel

2.3 While this code of conduct is designed to ensure the Group delivers on its commitment to acting ethically and responsibly and to sustainable business practice, it does not create any rights in any Personnel, client, customer, supplier, competitor, shareholder or any other person or entity.

3. Honesty and integrity

The Company expects its Personnel to:

- (a) observe the highest standards of honesty, integrity, fairness, courtesy, respect and ethical, responsible and law-abiding behaviour when:
 - (i) performing their duties; and
 - (ii) dealing with any other Personnel, shareholder, customer, supplier, auditor, lawyer and other adviser of the Group; and
- (b) foster a culture of honesty, integrity, fairness and ethical, responsible and law-abiding behaviour among other Personnel.
- (c) observe a zero tolerance environment in respect of unlawful discrimination, harassment (including sexual harassment), victimisation and bullying, and actively support the Group's measures to prevent and respond to such conduct.

4. Conflicts of interest or duty

4.1 Personnel must be aware of potential conflicts between (directly or indirectly):

- (a) on the one hand:
 - (i) the interests of the Group; or
 - (ii) their duties to the Group; and
- (b) on the other hand:
 - (i) their personal or external business interests; or
 - (ii) their duties to any third party.

4.2 A conflict of interest exists where loyalties are divided. They may have a conflict of interest if, in the course of their employment or engagement with any member of the Group:

- (a) any of their decisions lead to an improper gain or benefit to them or their associates; or
- (b) their personal interests, the interests of an associate or relative, or obligation to some other person or entity, conflict with their obligations to the Group.

4.3 Personnel must avoid placing themselves in a position, entering into any arrangement or participating in any activity that may lead to:

- (a) an actual or a potential conflict of interest or duty;
- (b) a reasonable perception of an actual or potential conflict of interest or duty; or
- (c) a negative impact on the Group's reputation.

4.4 Personnel must:

- (a) act in the best interests of the Group;
- (b) fully and frankly inform the board of directors of the Company (**Board**) of any personal or external business interest that may lead to:
 - (i) an actual or potential conflict of interest or duty; or
 - (ii) a reasonable perception of an actual or a potential conflict of interest or duty; and

- (c) obtain and follow independent legal advice to avoid or resolve any actual, potential or perceived conflict of interest or duty.

4.5 Each director must:

- (a) disclose to the Board and recuse himself or herself (in consultation with the Chair) when the Board considers, any matter in which the director has or may have a conflict of interest or duty. The disclosure must detail the nature and extent of the interest and be recorded in the minutes of the relevant directors' meetings; and
- (b) comply with the Company's constitution in relation to the disclosure of material personal interests and restrictions on voting by directors.

4.6 Each non-executive director must inform the Chair of the Board of:

- (a) any existing directorship or other office held by the director in another entity outside the Group; and
- (b) any proposed appointment as a Personnel of another entity outside the Group as soon as practicable.

For the purpose of this paragraph 4.6, this obligation relates to public companies or other roles that may pose an actual, potential or perceived conflict of interest.

5. Corporate opportunities

- 5.1 Personnel must not improperly use their position, property or information acquired through their position for personal gain or gain of an associate or to compete with or harm the Group.
- 5.2 Personnel must not accept bribes, inducements, commissions or misuse assets or resources of the Group.
- 5.3 Personnel may not use the words 'RPL' and 'Regal Partners' or any other business name or trademark used by the Group for a personal or external business transaction.
- 5.4 Personnel must keep their personal or external business dealings separate from the Group's business dealings.
- 5.5 Personnel must only use goods, services and facilities received from the Group in accordance with the terms on which they are given.
- 5.6 Personnel must not accept any improper gift from the Group's existing or potential customers or suppliers.
- 5.7 The Company expects to compete fairly and ethically for all business opportunities. Personnel involved in the negotiation of agreements and contracts must ensure that they act in accordance with the law.
- 5.8 The Company's email, other electronic communication platforms and internet systems have been developed to assist with communication. These facilities may not be used for personal gain or in a manner which may breach the law or is inappropriate for Personnel.

6. Confidentiality

- 6.1 Any information acquired by Personnel while performing their duties is confidential information of the Group, its customers or suppliers and must be kept confidential. Personnel must not disclose any such information to a third party except where that disclosure is:
 - (a) authorised by the Board; or
 - (b) required by law or a regulatory body (including a relevant stock exchange).
- 6.2 The existence and details of any Board and Company management information, discussions, and decisions that are not publicly known and have not been approved by the Board for public release, are confidential information of the Group and subject to **paragraph 6.1** above.
- 6.3 Personnel are subject to obligations of confidentiality at law, and in their respective letters of appointment or employment agreements (as applicable) with the Group, and may not at any time,

directly or indirectly, profit from confidential information obtained during the course of duties they perform on behalf of the Group.

6.4 Personnels' obligations of confidentiality continue after they leave the Group.

7. Fair dealing

7.1 The Company expects its Personnel to:

- (a) deal fairly with any Personnel, shareholder, customer, supplier, competitor, auditor, lawyer or other adviser of the Group; and
- (b) encourage other Personnel to do the same.

7.2 Personnel must not take unfair advantage of any Personnel, customer, supplier, competitor, auditor, lawyer or other adviser of the Group through illegal conduct, manipulation, undue influence, concealment, abuse of confidential information, misrepresentation of material facts, or any other unfair-dealing practice.

8. Protection and proper use of assets

8.1 The Company expects its Personnel to use all reasonable endeavours to protect any Group asset and to ensure its efficient use.

8.2 Personnel may only use a Group asset (for example, a product, vehicle, computer, intellectual property or money) for legitimate business purposes or other purposes approved by the Board. Personnel must not use a Group asset for any other purpose except where the use is authorised by the Board or is required by law or a regulatory body (including a relevant stock exchange).

8.3 Personnel must immediately report any suspected fraud or theft of a Group asset in accordance with the Company's Whistleblower Policy (a copy of which is available from the Company's website at www.regalpartners.com).

8.4 Personnel must protect the Group's information, technology and data assets, including by complying with the Group's Information and Cybersecurity Policy.

9. Trading in securities

Personnel must ensure that all trading in securities, including trading in securities of the Company, is in accordance with the Company's Securities Trading Policy. The purpose of the Company's Securities Trading Policy is to ensure compliance with all applicable laws and to minimise the scope for misunderstandings or suspicions regarding Personnel trading in securities while in possession of non-public price sensitive information.

10. Compliance with policies of the Group

Personnel must ensure that they comply with all policies which have been put in place by the Group (copies of which are available from the Company's website and intranet).

11. Privacy

11.1 The Company respects its Personnels' privacy and the privacy of others. fLeader-2024!

11.2 Personnel should familiarise themselves with, and comply with:

- (a) the privacy laws of Australia and, where applicable, the privacy laws of any other jurisdiction in which they carry out activities on behalf of the Group; and
- (b) the Group's privacy policies that detail the appropriate use of personal information.

11.3 If Personnel have any questions in relation to privacy, they should contact the Privacy Officer.

12. Community, environment and politics

- 12.1 The Company is a responsible corporate citizen and actively supports the communities in which Personnel live and work. Personnel are expected to uphold the Company's commitment to pursue good corporate citizenship while engaging in its corporate activity.
- 12.2 Personnel must abide by all local laws and regulations, and are expected to respect and care for the environments in which the Group operates. The Company supports and encourages its Personnel to contribute actively to the needs of the community. If Personnel wish to make such a contribution (such as donations or sponsorship) on behalf of the Company, they should consult the Chief Financial Officer for approval.
- 12.3 The Company is committed to doing business in an environmentally responsible manner and identifying environmental risks that may arise out of its operations. If Personnel are aware of, or suspect, an action that is not environmentally responsible and/or in breach of the applicable laws and regulations, they should report the matter in accordance with this code of conduct and the Company's Whistleblower Policy.
- 12.4 Personnel may voluntarily participate in the political process as individuals. However, they should not engage in actions that could cause someone to believe that their actions reflect the views or positions of the Group.

13. Compliance with laws, regulations, policies and procedures

Each director and Personnel must:

- (a) comply with the letter and spirit of any applicable law, rule or regulation;
- (b) comply with the protocols, policies and procedures of the Group, including its code of conduct;
- (c) not knowingly participate in any illegal or unethical activity; and
- (d) encourage other Personnel to do the same.

14. Reporting of unlawful and unethical behaviour

- 14.1 The Company encourages its Personnel to come forward with concerns that the Company is not acting lawfully, ethically or in a socially responsible manner. In order to facilitate this, the Company will seek to ensure that its Personnel who come forward with such concerns are protected, meaning they can raise concerns about possible unlawful, unethical or socially irresponsible behaviour or other improprieties without fear of retaliation or otherwise being disadvantaged.
- 14.2 The Company expects its Personnel to:
- (a) report promptly and in good faith:
 - (i) any actual or suspected violation by a Personnel of the standards, requirements or expectations set out in this code of conduct; and
 - (ii) any other actual or suspected behaviour by a Personnel that is otherwise dishonest, fraudulent, corrupt, illegal, unethical, unsafe or improper; and
 - (b) encourage other Personnel to do the same.
- 14.3 Personnel may use their own judgment in deciding to whom to report any violation or behaviour referred to in **paragraph 14.1** above, however:
- (a) directors are encouraged to report to the Chair of the Board or another director; and
 - (b) employees are encouraged to report to their immediate supervisor, or in accordance with the Whistleblower Policy.
- 14.4 If Personnel of the Company report, in good faith, any violation or behaviour referred to in **paragraph 14.1** above, each Personnel must ensure that:
- (a) the reporting person's position is protected;

- (b) the reporting person's identity is only disclosed with their consent, except where disclosure is required by law; and
 - (c) no disciplinary, discriminatory or other adverse action is taken or tolerated against the reporting person for reporting the violation.
- 14.5 The reporting person is not, however, protected from civil or criminal liability for any of his or her conduct that may be revealed by the report. However, if a reporting person reports such conduct and actively cooperates in an investigation in which he or she may be implicated, there may be some cases where the fact that he or she has made a report will be taken into account as a mitigating factor when determining actions that may be taken against him or her.
- 14.6 Personnel who receive a report of any violation or behaviour referred to in **paragraph 14.3 above** **must** ensure:
- (a) the alleged violation or behaviour is thoroughly investigated;
 - (b) rules of natural justice are observed in the investigation; and
 - (c) appropriate disciplinary action is taken if the allegation is substantiated.
- 14.7 The Group's Whistleblower Policy contains further information as to how the Company aims to deter wrongdoing relating to the Group's operations and how individuals who make relevant disclosures can do so with confidence that they will be protected and supported in accordance with applicable law and the Whistleblower Policy.
- 14.8 The Company will conduct an annual review of any reports of material breaches of this code of conduct to seek to ensure that all reports have been appropriately recorded, investigated and responded to. Following the annual review, the Company will assess whether any changes are required to be made to the Company's procedures surrounding such reporting.

15. Training of Personnel and managers

The Company will provide training for:

- (a) Personnel concerning the reporting of possible unlawful, unethical or socially irresponsible behaviour at the Company; and
- (b) managers and other persons who may receive reports of possible unlawful, unethical or socially irresponsible behaviour at the Company.

16. Breach reporting

Upon becoming aware, each Personnel must ensure that the Board is informed of:

- (a) any material breach of this code of conduct by a director or senior executive of the Group; and
- (b) any other material breaches of this code of conduct that call into question the core values of the Group as articulated in this code of conduct.

17. Policy review

- 17.1 The Board will review this code of conduct every two (2) years or as often as it considers necessary to ensure that it is operating effectively and to determine whether any changes to the code are required.
- 17.2 The Board may change this code of conduct from time to time by resolution.

18. Approved and adopted

This code of conduct was approved and adopted by the Board on 27 May 2026.