



Committed to Individual Well-being and Human Rights

Individual Well-Being

PXGEO recognises everyone's right to be treated with dignity and respect and is committed to maintaining a work environment free from bullying, harassment, discrimination or victimisation. Such behaviour can be in the form of verbal or written statements, gestures, or expressions communicating a threat of physical or psychological harm.

All reports of incidents relating to such behaviour shall be dealt with expeditiously and responsibly. Individuals who demonstrate such behaviour may be removed from the workplace and subject to disciplinary action.

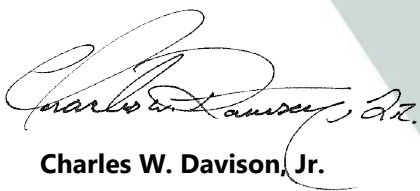
Human Rights

PXGEO believes in the inherent dignity and the equal and inalienable rights of all human beings. This is the foundation of freedom, justice and peace in the world.

The Company recognizes the importance of the Universal Declaration of Human Rights (UDHR) and strives to ensure that our business embraces a universal respect for human rights and fundamental freedoms.

The Company also recognizes the International Labour Organization (ILO) Conventions and Recommendations on child labour and the ILO Conventions and Recommendations on forced labour, modern slavery and human trafficking. All employees shall take appropriate action to ensure that these conventions and recommendations are respected.

If anyone has been, or is aware of someone who has been, subject to any unacceptable behaviour or situation while on company business, whether it involves a Company employee or not, that person must report it immediately to his or her supervisor or manager. Supervisors and managers who receive such reports must seek advice from HR and an appropriate course of action will be implemented.

A handwritten signature in black ink, appearing to read 'Charles W. Davison, Jr.'.

Charles W. Davison, Jr.

Executive Chairman, CEO and President

2 April 2026