



Securities Trading Policy

Paragon Care Limited

ACN 064 551 426

1. Purpose

- 1.1 This Securities Trading Policy (**Policy**) sets out the requirements for directors, employees, consultants and contractors of Paragon Care Limited (**Paragon** or **Company**) and its related entities in relation to dealing in securities of Paragon Care Limited or any other securities which may be affected by this policy or the law.
- 1.2 The purpose of this Policy is to assist all directors, officers and employees to avoid conduct known as 'insider trading'. In some respects, this Policy extends beyond the strict requirements of the *Corporations Act 2001 (Cth)* (**Corporations Act**).
- 1.3 This Policy has important implications for all directors, officers and employees. If you do not understand the implications of this Policy or how it applies to you, you should raise the matter with the Chief Executive Officer (**CEO**) or the Company Secretary before trading in any securities which may be affected by this Policy or the law.
- 1.4 This Policy extends to directors, officers, employees or potential insiders (including such parties as advisors and consultants who have access to or are involved with confidential information). This includes a director, officer or employee of Paragon, the director's, officer's or employee's immediate family (includes a person or persons under the control or influence of the director, officer or employee) and related entities controlled by the director, officer or employee or members of the immediate family.
- 1.5 This Policy only provides a summary of applicable legal and regulatory issues which are complex and should therefore only be used as a general guide and not as legal advice.

2. Application

- 2.1 This Policy applies to:
 - (a) all directors and officers of the Company (including the CEO);
 - (b) all direct reports to the CEO;
 - (c) all other personnel of the Company (including employees, consultants and contractors); and
 - (d) 'closely related parties' (as the term is defined in the Corporations Act) of all directors and officers of the Company, the CEO, all direct reports to the CEO and all other Personnel of the Company.

(collectively "**Relevant Persons**")
- 2.2 Relevant Persons must take appropriate steps to ensure that their closely related parties do not breach this Policy. Accordingly, where this Policy requires a Relevant Person to obtain clearance, that person must also do it for their closely related parties or ensure that their closely related party does it.
- 2.3 Annexure 1 contains a Guidance Note assisting with the definitions used in this Policy, in particular 'closely related parties'.

3. Meaning of "Securities"

- 3.1 For the purposes of this Policy, "**securities**" means shares, debentures, options to subscribe for new shares and options over existing shares, warrant contracts and other derivatives relating to the shares.

4. Insider Trading

- 4.1 The Corporations Act prohibits Insider Trading.
- 4.2 If a person has information about securities and the person knows, or ought reasonably to know, that the information is inside information, it is illegal for the person to:
- (a) deal in the securities;
 - (b) procure another person to deal in the securities; or
 - (c) give the information to another person (also known as “tipping”) who the person knows, or ought reasonably to know, is likely to:
 - (i) deal in the securities; or
 - (ii) procure someone else to deal in the securities.
- 4.3 The insider trading prohibition extends to dealings by individuals through nominees, agents or other associates, such as family members, family trusts and family companies.
- 4.4 The prohibition does not apply to acquisitions of shares or options by employees made under employee share or option schemes, nor does it apply to the acquisition of shares as a result of the exercise of options under an employee option scheme. However, the prohibition does apply to the sale of shares acquired under an employee incentive scheme (whether directly or through the exercise of options).
- 4.5 Insider trading is a criminal offence. It is punishable by substantial fines and/or imprisonment or both. A company may also be liable if an employee or director engages in insider trading.
- 4.6 Insider trading may also attract civil penalties. A court may impose substantial pecuniary penalties for insider trading and order payment of compensation to persons who suffer loss or damage because of insider trading.

5. What is Insider Information?

- 5.1 Insider information is information that:
- (a) is not generally available; and
 - (b) if it were generally available, would, or would be likely to, influence persons who commonly invest in securities in deciding whether to acquire or dispose of the relevant securities.
- 5.2 Information is generally available if it:
- (a) is readily observable;
 - (b) has been made known in a manner likely to bring it to the attention of persons who commonly invest in securities of the relevant type and a reasonable period for that information to be disseminated has elapsed since it was made known; or
 - (c) consists of deductions, conclusions or inferences made or drawn from information falling under paragraphs above.
- 5.3 It does not matter how or where the person obtains the information – it does not have to be obtained from the Company to constitute inside information.

6. Confidential Information

- 6.1 Directors, employees and contractors also have a duty of confidentiality to the Company.
- 6.2 You must not reveal any confidential information concerning the Company, use that information in any way which may injure or cause loss to the Company, or use that confidential information to gain an advantage for yourself.

7. The Trading Policy

- 7.1 As a general rule, directors, officers and employees must not:
- (a) buy, sell or otherwise deal in Paragon securities whilst in possession of price sensitive information;
 - (b) advise, procure or encourage any other person to buy, sell or otherwise deal in Paragon securities whilst in possession of price sensitive information;
 - (c) pass on information to any person, if you know or ought to reasonably know that the person may use the information to buy, sell or otherwise deal (or procure another person to buy, sell or otherwise deal) in Paragon securities.
 - (d) engage in short-term trading (less than one month), or short selling of the Company's securities at any time;
 - (e) enter into margin lending or other secured financing arrangements in respect of the Company's securities; or
 - (f) enter into transactions with securities (or any derivative thereof) which limit the economic risk of any unvested entitlements awarded under an equity-based remuneration scheme, or otherwise awarded, or which will be offered by the Company in the future (e.g. hedging).

8. Company Securities

- 8.1 Directors or officers are to obtain prior written approval from the Chair of the Board (and the Chair is required to confirm with the Chief Executive Officer that there is no market sensitive information that has not been released), or in his or her absence the Chief Executive Officer, at least one day prior to the purchase / sale of securities in Paragon held by the director or officer. Should the Chair wish to purchase / sell securities he or she shall similarly notify the Chief Executive Officer or in his or her absence, the Company Secretary at least one day prior to the sale.
- 8.2 Employees or potential insiders are to obtain prior written approval from the Chief Executive Officer or in his or her absence, the Company Secretary, at least one day prior to the purchase / sale of securities in Paragon held by the employee.
- 8.3 A director, officer or employee shall not trade securities in Paragon if the director, officer or employee is aware of any information concerning Paragon which has not been made public and/or which if made public, a reasonable person would expect to have a material impact on the price or value of Paragon securities. Employees must inform the Chief Executive Officer of all market sensitive (material) information immediately after they become aware of it.
- 8.4 If the Chair of the Board has received a request for either a sale or purchase of securities in Paragon he or she is required to confirm in writing with the Chief Executive Officer, or in his or her absence the Company Secretary that there is no market sensitive information that has not been released.

- 8.5 Unless otherwise advised by the Chair of the Board or the Chief Executive Officer (as required), where such approval is obtained, training must occur within five (5) business days.
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9. Closed Periods

- 9.1 The following periods are considered a Closed Period and directors, officers and employees must not trade in the Company securities:
- (a) 1 January (inclusive) and ending at the end of the day of the announcement of the half year results;
 - (b) 1 July (inclusive) and ending at the end of the day of the announcement of the annual results; and
 - (c) 4 weeks (inclusive) and ending at the end of the day of the Company's Annual General Meeting.
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10. Exceptional Circumstances in which Trading in a Closed Period is Permitted

- 10.1 For the purpose of this Policy, the following dealing in securities is permitted during a closed period:
- (a) transfers of securities where the beneficial ownership of the securities does not change, e.g. the transfer of securities already held into a superannuation fund where the person is the major beneficiary;
 - (b) the exercise of an option or a right, or the conversion of a convertible security, where the final date to exercise the option or right, or convert the security, falls during a prohibited period;
 - (c) undertakings to accept, or acceptance of, takeover offers;
 - (d) trading under an offer or invitation made to all or most of the Company's security holders such as a rights issue, security purchase plan, a dividend reinvestment plan or securities buy back;
 - (e) Financial hardship:
 - i. A person may be in severe financial hardship if they have a pressing financial commitment that cannot be satisfied other than by selling the securities of the Company.
 - ii. In the interests of an expedient and informed determination by the Chairperson (or all other members of the Board as the context requires), any application for an exemption allowing the sale of Company securities in a Closed Period or a Prohibited Period based on financial hardship must be made in writing stating all of the facts and be accompanied by copies of relevant supporting documentation, including contact details of the person's accountant, bank and other such independent institutions (where applicable).
 - iii. Any exemption, if issued, will be in writing and shall contain a specified time period during which the sale of securities can be made.
 - (f) If the person is required by a Court order to transfer or sell securities of the Company. This request will have to be made in writing to the Chairperson and be accompanied by relevant court and / or supporting legal documentation (where applicable).

- 10.2 Persons who are not in the possession of price sensitive information, may be given prior written clearance by the Chairperson to sell or otherwise dispose of Paragon securities during a prohibited period, where the person is in severe financial difficulties or other exceptional circumstances determined by the Board, such as required under a court order, in a bona fide family settlement, or some other overriding legal or regulatory requirement to do so.

11. Other Securities

- 11.1 A director, officer or employee shall not trade securities of another company where the director, officer or employee is aware:
- (a) non-public information regarding investigations or negotiations being conducted by Paragon or any of its related entities into that company; and/or
 - (b) non-public material information of a company in partnership with Paragon.

12. Consent and Waiver

- 12.1 Where this Policy requires a notification to occur, or waiver to be obtained (unless the context requires otherwise) the table below sets out whom each Relevant Person must notify or seek approval from, in the form set out in Annexure 2.

Person	Person to obtain consent	Person to Notify
Chair of the Board	CEO	CEO and the Company Secretary
Non-Executive Directors, Executive Directors, CEO, Chief Financial Officer, Company Secretary	Chair of the Board	Chair of the Board and the Company Secretary
Other Relevant Persons	CEO	CEO and Company Secretary

13. Breach of Policy

- 13.1 A breach of this Policy by a director, officer or employee may lead to disciplinary action. It may also be a breach of the law.

14. ASX Notification for Directors

- 14.1 The ASX Listing Rules require the Company to notify the ASX within 5 business days after any dealing in securities of the Company (either personally or through an Associate) which results in a change in the relevant interests of a Director in the securities of the Company. The Company has made arrangements with each Director to ensure that the Director promptly discloses to the Company Secretary all the information required by the ASX.
- 14.2 Directors are also required to comply with the Corporations Act and must notify under that Act within 2 business days if they begin to have, or cease to have, a 'substantial holding' in the Company or if they already have a 'substantial holding' in the Company and there is a movement of at least 1% in their holding.

15. Assistance and Additional Information

15.1 Any questions about this Policy should be directed to the Company Secretary.

16. Approved and Adopted

16.1 This Policy was approved and adopted by the Board on 30 April 2025.

17. Annexure 1: Guidance Note: Who is Who

17.1 Relevant Persons are as follows:

- (a) all directors and officers of the Company (including the CEO);
- (b) all direct reports to the CEO;
- (c) all other personnel of the Company (including employees, consultants and contractors); and
- (d) 'closely related parties' of the parties listed above.

17.2 All Relevant Persons can trade in Company securities upon being granted approval following the submission of a Trading Request Form (Annexure 2).

17.3 Closely related parties are defined in the Corporations Act in a complex manner, and it is important to understand or get advice if you are unsure. Broadly, it is as follows:

- (a) a spouse or child; or
- (b) a child of the person's spouse; or
- (c) a dependant of the person or of the person's spouse; or
- (d) anyone else who is one of the person's family and may be expected to influence the person, or be influenced by the person, in the person's dealings with the entity; or
- (e) a company the person controls; or
- (f) a person prescribed by the Corporations Regulations.

17.4 You may need assistance in determining who is a closely related party. It may not always be clear and obvious, so please seek advice from the Company Secretary. For example, your closely related parties will include:

- (a) your children;
- (b) your step children;
- (c) your partner's children;
- (d) your wife/ husband;
- (e) your partner's grown children from a previous marriage;
- (f) close members of your family / who influence you, and may also include;
- (g) your superannuation fund; and
- (h) any other company you are on the board of.

17.5 Closely related parties are also prohibited from voting on resolutions at the Company's general meetings which relate to directors' remuneration. This can mean that the above people and entities cannot vote at the Company's shareholder meetings on such matters. You should seek advice from the Company Secretary on this if required, particularly if you are a director or officer, or a closely related party of a director or officer of the Company.

18. Annexure 2: Trading Request Form (Illustrative Only)

From: _____ (print Relevant Persons name)

Position: _____ (print job title)

To: Company Secretary
Paragon Care Limited

TRADING OF COMPANY SECURITIES AND/OR SECURITIES IN A BLACKLISTED TRADING COMPANY

In accordance with the Paragon Care Limited ('Company') Securities Trading Policy, I give notice to you that I am proposing to deal with securities in the Company ('Company Securities') in the following manner (tick one):

- ☐ buy Company Securities
- ☐ sell Company Securities
- ☐ transfer Company Securities vested under an equity incentive plan to me
- ☐ transfer Company Securities to a related party (eg family company, trust or superannuation fund)
- ☐ exercise options over Company Securities
- ☐ utilise derivatives and enter a hedging transaction
- ☐ trade in blacklisted trading companies

The number of securities that I propose to deal with is up to _____ (number).

The transaction will be carried out on-market/off-market (delete one).

The transaction is proposed to be carried out in the ____ (number no more than 5) business days between _____ (date) and _____ (date).

I confirm that I have no inside information and will comply with the Company's Securities Trading Policy in relation to my dealing.

I agree to notify the Company Secretary of the results of this action within 2 business days of the action.

Please confirm that I am cleared to deal in Company Securities in the manner set out above.

Signed: (by Relevant Person requesting clearance)

Date signed: _____

We/I confirm that subject to you not gaining any Inside Information, you are authorised to deal in securities as mentioned above, for the 5 business days following the approval date below.

Name:

Designation:

(select as appropriate in accordance
with Clause 12.1 of the Securities Trading Policy)

Date: