

**WEEBIT NANO LTD**  
**ACN 146 455 576**  
**(the "Company" or "WBT")**

**DIVERSITY AND INCLUSION POLICY (Policy)**

**1. OVERVIEW**

The Company acknowledges the positive outcomes and better overall performance that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.

The Company recognises the contribution of diverse skills and talent from its directors, officers and employees and it is committed to workplace diversity.

This Policy sets out the Company's commitment to diversity and inclusion in the workplace at all levels and provides a framework to achieve the Company's diversity goals and should be considered in conjunction with the Company's Code of Conduct, which sets out the Company's values.

Diversity is about the commitment to treating individuals equally while still prioritising the most qualified individuals for the specific role, so everyone feels respected, safe and included at work. The Board recognises that a diverse workplace requires the absence of discrimination, harassment, vilification, and victimisation, and that such behaviour will not be tolerated.

For the purposes of this Policy, diversity includes, but is not limited to, gender, age, ethnicity, religion, disability, sexual orientation, and cultural background.

This Policy applies to anyone who is employed by or works at the Company, including Directors, employees, contractors, consultants, temporary employees and secondees.

**2. OBJECTIVES**

2.1 The Policy provides a framework for the Company to achieve:

- (a) seeking candidates from a wide range of backgrounds, including different genders, ages, ethnicities and cultural backgrounds, whilst still prioritising the most qualified individuals for the specific role.
- (b) a diverse and skilled workforce that supports continuous improvement and achievement of corporate goals.
- (c) a workplace culture characterised by inclusive practices and behaviours.
- (d) equal employment and career development opportunities for all staff, regardless of gender, age, ethnicity, or cultural background.
- (e) a work environment that values and uses the contributions of employees with diverse backgrounds, experiences, and perspectives; and
- (f) the respective proportion of men and women on the board, in senior executive positions and across the whole workforce, as determined by the Board and consistent with the guidelines in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 4<sup>th</sup> edition (**ASX Principles and Recommendations**).

2.2 Recruitment and selection are a key strategy for promoting diversity, and equal employment and career development opportunities will be provided for all staff. These same principles will be applied when considering new Directors for appointment to the Board to ensure a balance of skills and background in candidate selection.

### 3. RESPONSIBILITIES

- 3.1 The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across the Company to achieve its diversity objectives.
- 3.2 The Board, through the Governance Committee or such other committee determined by the Board, has responsibility to:
- (a) annually set measurable objectives for achieving gender diversity in the composition of its Board, senior management and workforce generally (**Objectives**) and, where appropriate, other aspects of diversity including in respect of women in leadership, age diversity and cultural diversity;
  - (b) assess the Company's progress in achieving the Objectives, and
  - (c) disclose:
    - a. this Diversity and Inclusion Policy on the Company's website;
    - b. the Objectives set for the relevant reporting period and the Company's progress in achieving the Objectives in the Company's Annual Report; and
    - c. the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes) or the entity's Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012 (Cth).
- 3.3 At every level, employees have accountability for promotion of all aspects of diversity. Managers have a responsibility to make decisions based on merit, to encourage diversity and to model appropriate behaviours to ensure a strong workplace culture.

### 4. BREACHES

- 4.1 Any breach of this Policy will be dealt with seriously and may result in disciplinary action.

### 5. INTERACTON WITH OTHER LEGISLATION

- 5.1 This Policy does not impose on the Company, its directors, officers, agents, or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

### 6. QUESTIONS

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

### 7. REVIEW OF THIS POLICY

- 7.1 The Governance Committee will review this Policy annually to ensure that it remains effective and report its findings and any recommendations for change to the Board.

This policy was approved and adopted by the Board on 27 February 2025

Policy	Review Cadence	Responsibility	Next review	Last reviewed
Diversity Policy	Annually	Governance Committee	February 2026	-