

Diversity, Inclusion, Equity and Accessibility Policy

Energy Transition Minerals Ltd
(ACN 118 463 004)

Adopted by the Board with effect on 25 February 2026

1. Introduction

- (a) Energy Transition Minerals Ltd (**Company**) and all its related bodies corporate are committed to fostering an inclusive, diverse, equitable and accessible workplace environment, where all employees, clients and stakeholders feel valued, respected and supported. We recognise and celebrate diversity, including but not limited to differences in gender, marital or family status, sexual orientation, gender identity, age, physical and mental abilities, ethnicity, race, religious beliefs, cultural background, socio-economic background, perspective and experience. This policy reflects the Company's Statement of Values.
- (b) The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.
- (c) In order to have an inclusive workplace the Company does not tolerate discrimination, harassment, vilification and victimisation.
- (d) Diversity includes, but is not limited to, matters of gender, age, ethnicity and cultural background.
- (e) To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.
- (f) References in this Policy to the ASX should also be taken to refer to other stock exchanges on which the Company's securities are listed, as applicable, and such stock exchange's policies.
- (g) The Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, the Policy forms a direction of the Company with which an employee is expected to comply.

2. Objectives

- (a) The Policy provides a framework for the Company to achieve:
 - (i) **Diversity:** acknowledging, valuing and utilising a diverse, innovative and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
 - (ii) **Inclusion:** creating a workplace culture characterised by inclusive and equitable practices and behaviours for the benefit of all staff, where everyone feels welcome, respected and valued for their unique contributions;
 - (iii) **Equity:** ensuring fair treatment, opportunity and advancement of all individuals, by striving to identify and remove barriers and create

employment and career development opportunities for individuals from underrepresented groups; and

- (iv) **Accessibility:** providing accessible opportunities, services and environments that accommodate individuals with disabilities and ensuring compliance with accessibility laws, a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;

(collectively, the **Objectives**).

- (b) The Policy does not impose on the Company, its directors, officers, agents, or employee 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.

3. Responsibilities

3.1 The Board's commitment

- (a) The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company and on the Board.
- (b) The Board, with assistance from the Remuneration and Nomination Committee (if a committee separate to the Board has been established), is responsible for considering the development of measurable objectives and strategies to meet the Objectives of the Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives (if and when Measurable Objectives are set) through the monitoring, evaluation and reporting mechanisms listed below.
- (c) In line with the Corporate Governance Principles and Recommendations (4th Edition) published by the ASX Corporate Governance Council, if the Company is in the ASX 300 Index at the commencement of the reporting period, the Measurable Objective for achieving gender diversity in the composition of the Company's Board will be to have not less than 30% of its Directors of each gender within a specified period.
- (d) The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, and using external experts where necessary.
- (e) Senior management are responsible for demonstrating a commitment to the Objectives through actions and decision-making processes, and all employees are responsible for contributing to an inclusive and respectful work environment, and to engage in continuous learning about diversity and inclusion.

4. Strategies

Whilst always committed to ensuring that the Company recruits, employs and develops the best possible people, the Company's diversity, inclusion, equity and accessibility strategies

include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) the requirement of at least one female candidate to be shortlisted for all appointments including executive and Board positions if a suitably qualified candidate exists in the applications;
- (c) considering the implementation of Measurable Objectives;
- (d) reviewing succession plans to ensure an appropriate focus on diversity;
- (e) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (f) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (g) provide opportunities for employees on extended parental leave to maintain their connection to the entity;
- (h) promote workplace structures that assist employees balance their work, family and other responsibilities effectively and assist in the development of a more diverse pool of skilled and experienced employees whilst improving performance;
- (i) providing ongoing training and resources to employees on diversity, inclusion, equity and accessibility topics;
- (j) ensuring physical and digital environments are accessible to all individuals, including those with disabilities; and
- (k) any other strategies the Board develops from time to time.

5. Monitoring and evaluation

- (a) The Remuneration and Nomination Committee will monitor the progress and report to the Board on the effectiveness of diversity related initiatives.
- (b) The Board will monitor the scope and currency of this Policy annually.
- (c) The Company is responsible for considering the implementation of Measurable Objectives on an annual basis and, if implemented, the monitoring and reporting on the Measurable Objectives.
- (d) Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives. In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

6. Reporting

The Board will include in the Annual Report each year:

- (a) any Measurable Objectives set by the Board for that year;
- (b) progress against the Measurable Objectives (if any); and
- (c) either:
 - (i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or
 - (ii) if the Company is a 'relevant employer' under the Workplace Gender Equality Act, the Company's most recent 'Gender Equality Indicators', as defined in and published under that Act.

7. Associated Documents

Code of Conduct

Statement of Values