

DIVERSITY POLICY

1. Introduction

Comet Ridge Limited (“Comet Ridge” or “the Company”) recognises the value of attracting and retaining employees from different backgrounds with varied knowledge, experience and abilities as well as developing a workplace that is respectful and fair for all employees in creating an environment that is fair and flexible in accordance with its values.

The aim of the Company is to ensure that all employees feel comfortable and safe in the workplace, and all employees are clear about their rights and responsibilities as well as fostering a workplace that promotes diversity.

The Company believes that the promotion of diversity on the Board, in Senior Management and within the organisation generally does not only broaden the pool for recruitment of high quality directors and employees it is also likely to support employee retention and increase shareholder value by increasing the probability of achieving the Company’s objectives.

This Policy sets out the goals and strategies of the Company with respect to diversity and applies equally to all staff and contractors employed by the Company.

This Policy has been adopted in furtherance of the Company’s commitment where possible to adhere and give effect to the Recommendations of the ASX Corporate Governance Principles and Recommendations.

The Board of Directors is responsible for adopting and monitoring the Company’s Diversity Policy (“Policy”).

2. Purpose

This Policy provides guidance for the development and implementation of relevant plans, programmes and initiatives to recognise and promote diversity across all work areas and locations of the Company.

Diversity will be promoted by creating a culture that empowers people to act in accordance with this Policy, through appropriate recruitment practices and training of Company personnel.

3. Commitment

The Company is committed to diversity in order to maximise the achievement of corporate goals.

The Company recognises the advantages of diversity and the benefit of its integration, including enriching the Company's perspective, improving corporate performance, increasing shareholder value and enhancing the probability of the Company's objectives.

4. Selection and Appointment of Directors and Employees

The Company employs new employees and promotes current employees on the basis of performance, ability and attitude.

The Company is committed to promoting a corporate culture which embraces diversity when determining the composition of the Board, management and employees.

Directors are selected by reference to their background and experience which is relevant to the business needs of the Company. New directors are invited to join the Board by the Chairperson, who makes the invitation based on recommendations made by the Nomination Committee.

These measures allow the Company to achieve greater diversity.

5. Measurable Objectives

When the Board considers the Company to be of a sufficient size, having regard to the nature and scale of its operations it will:-

- a) establish measurable objectives for achieving gender diversity; *and*
- b) assess annually both the gender objectives and the progress in achieving them.

The measurable objectives can be procedural or structural, targets, or initiatives and programs. They may include, but are not limited to:

- i. ensuring directors and employees are selected from diverse candidate pools and are interviewed by a diverse interview pool;
- ii. setting targets to improve the number of women in particular areas of the Company; *and*
- iii. taking action against inappropriate workplace behaviour or behaviour that is not in line with the diversity objectives of the Company.

The Board will decide the manner in which the achievement of gender diversity should be measured, depending on the objective.

6. Reporting Compliance

In its annual report, the Company will disclose:-

- a) the measurable objectives, if these have been established, for achieving gender diversity set by the board in accordance with the diversity policy;
- b) the progress towards achieving these objectives; and
- c) the proportion of women employees in the whole organisation; women in senior executive positions; and women on the board.

7. Review

This policy will be reviewed periodically for the purposes of reviewing the appropriateness of any measurable objectives established under this Policy, general relevance, accuracy and consistency with other documented policies, procedures, charters and codes of the Company.

The Company will monitor compliance with the Policy by liaising with the Board, management and staff especially in relation to any areas of difficulty which arise from the Policy and any other ideas or suggestions for improvement of the Policy.

This version of the Diversity Policy was adopted by the Board on 24 April 2025