



DIVERSITY POLICY

(FOR QUESTUS LIMITED AND ITS SUBSIDIARIES (“GROUP”))

1 Introduction

The Group respects and values the competitive advantage of “diversity” in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all of its employees.

This document outlines the Group’s policy on diversity. It applies to all directors, employees and contractors of the Group. Each person has an obligation to support and respect equality, workplace diversity and ethical practices in their workplace.

2 Commitment

The Group is committed to providing an inclusive workplace that embraces and promotes diversity.

Diversity refers to all the characteristics that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability, age, domestic responsibilities or any other area of potential difference. It involves ensuring that all employees are treated with fairness and respect and have equal access to opportunities available at work.

The Group recognises that diversity in its business creates sustainable shareholder value, provides a more dynamic and enjoyable work environment, and will often create new opportunities for the Group.

3 Compliance Requirements

The Group will meet its obligations with respect to the issue of “Diversity”, as may be required under the ASX Corporate Governance Principles and Recommendations (2nd Edition) (“ASX Principles”) and other regulatory requirements (if any).

The Group will disclose in its annual report the proportion of women employed in the Group, women in Senior Executive Positions and women on the Board.