Diversity Policy

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Talius Group Limited (ABN: 62 111 823 762)

1. Purpose

Talius Group Limited ("Talius" or " the Company") is committed to workplace diversity.

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.

Diversity includes, but is not limited to, gender, age, ethnicity, cultural background, disability, skills, experience, education and professional background.

The Company will consider the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations in establishing, monitoring and reporting on its diversity objectives.

The Diversity 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 Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.

2. Objectives

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

a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;

b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

c) promoting equitable employment, development, leadership and career advancement opportunities for all;

d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and

e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

The Diversity 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

The Board is committed to fostering workplace diversity and supports representation of all diverse groups at the senior level of the Company and on the Board where appropriate.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess any Measurable Objectives (in line with annual disclosures in the Company's Corporate Governance Statement), and the Company's progress towards achieving them.

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

The Board will ensure that Board appointments and succession processes have regard to the Company's diversity objectives in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

Recruitment, promotion and appointment decisions will be based on merit, having regard to the skills, qualifications, experience and capabilities required to the relevant role, while supporting the Company's diversity objectives.

3.2 Strategies

The Company's diversity strategies may include:

a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;

b) reviewing succession plans to ensure an appropriate focus on diversity;

c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;

d) 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;

e) developing a culture which takes account of domestic responsibilities of employees; and

f) any other strategies the Board develops from time to time.

4. Monitoring and Evaluation

The Nomination & Remuneration Committee will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.

Measurable Objectives (if any) as set by the Board will be included in the annual key performance indicators for the Chief Executive Officer/Managing Director and senior executives.

In addition, the Board will review progress against the Measurable Objectives (if any) as a key performance indicator in its annual performance assessment.

5. Reporting

The Company will disclose, for each financial year:

a) any Measurable Objectives set by the Board;

b) progress against these Measurable Objectives; and

c) either:

   i. the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined "senior executive" for these purposes) and across the whole Company; or

   ii. if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in the Workplace Gender Equality Act.

6. Review of Policy

The Board, so as to keep this Policy up to date and consistent with its objectives will review it regularly but no longer than every three (3) years unless there are regulatory or corporate changes that necessitate its update or review sooner.

APPROVAL

This Diversity Policy
was last reviewed and adopted
by the Board 27 August 2026.

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Chairman of Talius Group Limited