

DIVERSITY AND INCLUSION POLICY

PDI Gold Ltd (ACN 127 171 877)

1 Introduction

The Board of PDI Gold Ltd, together with all its subsidiaries (“**PDI Gold**” or the “**Company**”) is committed to a diverse and inclusive workplace. This diversity and inclusion policy (the “**Policy**”) aligns with the Company’s values and confirms the Company’s commitment to achieving diversity across all levels of its organization. Diversity is recognised as an important contributor to the Company’s long-term commercial success.

The Company recognises that diversity enhances decision-making, innovation, employee engagement, retention, and overall performance. Diversity includes, but is not limited to, gender, gender identity, marital or family status, sexual orientation, age, disabilities, ethnicity, cultural background, religious beliefs, socio-economic background, perspectives and experiences.

This Policy complements the Company’s employment-related documents.

What Diversity Is

Diversity can be visible or invisible. It encompasses differences in gender, age, ethnicity, cultural background, disability, religion, sexual orientation, family responsibilities, languages, socio-economic background and professional or life experience.

The Company acknowledges the benefits of employing individuals with diverse skills, backgrounds and perspectives, and supports the principles outlined in applicable governance frameworks, including the ASX Corporate Governance Principles.

Why Diversity Is Important

Diversity forms part of the Company’s long-term strategy. Through inclusive and diverse teams, the Company anticipates benefits such as improved business performance, enhanced service delivery, increased staff attraction, retention, motivation and satisfaction, and strengthened culture.

A diverse workforce also improves leadership capability, risk management, and responsiveness to stakeholders and communities in which the Company operates.

2 Policy application

This Policy applies to all directors, management, employees and contractors of the Company.

All individuals acting on behalf of the Company or representing it are expected to act in a manner consistent with this Policy and to support an inclusive culture where discrimination, harassment, bullying, vilification and victimisation are not tolerated. This includes, but is not limited to, conduct on the basis of race, gender, religion, national origin, ethnic group, marital or family status, sexual orientation, age, physical disability or any other legally protected attribute.

The Policy does not require or justify conduct that is illegal or contrary to anti-discrimination, equal employment, labour or human rights legislation in any jurisdiction in which the Company operates.

Any breach of this Policy may result in disciplinary action, up to and including termination.

3 Commitment to diversity and inclusion

Everyone’s commitment

Everyone has a part to play in actively and intentionally behaving with inclusion in mind. All directors, management and staff of the Company are responsible for:

- acting with integrity and respect and otherwise in accordance with our values;
- role modelling the behaviours through everyday actions;
- understanding and managing personal biases;

- recognising our own personal biases that may cause us unintentionally to exclude and work hard to overcome them;
- actively supporting inclusion and diversity in our teams and work environments;
- contributing to creating an environment where everyone feels respected, valued and supported to perform at their best;
- speaking up if others appear excluded or subjected to inappropriate conduct; and
- supporting fairness, equity and respect in all workplace interactions.

Board's commitment

The Board (with assistance from its Remuneration, Nomination and Governance Committee, where applicable) aims to fulfil its commitment to diversity by:

- overseeing the Company's diversity and inclusion strategy;
- considering and, where appropriate, setting measurable objectives for achieving diversity at Board, senior executive and workforce levels;
- ensuring director recruitment and succession planning consider all aspects of diversity, targeting not less than 30% Board composition of each gender by 2030;
- reporting on the Company's progress towards those objectives;
- monitoring gender composition and promoting gender pay equity;
- approving key performance indicators for senior executives relating to diversity objectives, including linking remuneration where appropriate;
- reviewing relevant benchmarking and any diversity-related audits.

Board appointment processes will be conducted in a manner that promotes diversity, including through structured candidate identification and the use of external advisers where appropriate.

Management's commitment

Management aims to fulfil the Company's commitment to diversity by:

- consideration of the implementation of diversity and inclusion initiatives and monitoring their effectiveness as appropriate;
- considering the impacts of diversity across talent decisions
- hiring, promoting and development; to assist in actively build diversity into their teams;
- consideration of diversity in recruitment and selection practices;
- consideration of the design and implementation of programs to promote diversity at all levels including a more diverse pool of employees for transition to senior management and board roles;
- creating an inclusive work environment where people feel respected, valued and supported to perform at their best;
- adopting flexible work practices;
- providing opportunities for employees on parental leave to maintain connection with the workplace;
- taking into account when engaging contractors, suppliers and advisers whether they share The Company's commitment to diversity; and
- monitoring and measuring the achievement of all diversity objectives (if any) set by the Board.

Management will also:

- recruit from diverse candidate pools wherever possible;
- review succession plans with a diversity focus;
- embed selection criteria and processes that encourage diversity;
- support leadership development, mentoring and targeted training aimed at under-represented

groups;

- take account of domestic and family responsibilities in structuring roles and work practices.

4 Objectives

The Company aims to achieve at every level of its Group:

- a diverse and skilled workforce contributing to strong performance and corporate success;
- a workplace culture characterised by inclusive practices and behaviours;
- improved career development, retention and progression opportunities for women and other under-represented groups;
- deeper organisational understanding of the benefits of diversity;
- awareness among all staff of their rights and responsibilities regarding fairness, equity and respect.

These objectives do not oblige the Company or its personnel to act contrary to applicable law.

5 Reporting

The Committee will:

- report to the Board on progress against measurable diversity objectives on a semi-annual basis; and
- report annually to the Board on progress towards the Policy's broader objectives.

The Company's Annual Report will include:

- any measurable objectives set for the relevant year (if applicable);
- progress towards achieving them;
- the proportion of women employed by the Group, in senior management and on the Board.

6 Charter review

The Company will periodically review this Policy to ensure that it is operating effectively.

The Company Secretary is authorised to make administrative and non-material amendments to this Policy. Any material revisions will require the Board approval.

If you have any questions regarding this or another governance document, please write to cosec@pdigold.com.au specifying the policy or charter you wish to discuss and detailing your request. Please mark communications "attention Company Secretary". We will respond to let you know who will be handling your matter and when you can expect a further response.

Date Approved	2026-05-27
Owner	Board of Directors