DIVERSITY POLICY

1 OVERVIEW

1.1 The Diversity Policy (**Policy**) supports the commitment of Indigo Metals Limited ACN 690 861 771 (**Company**), and any of its subsidiaries from time to time (**Group**) to ensuring an inclusive workplace that encourages and embraces diversity.

1.2 The Group is an equal opportunity employer and respects and welcomes of all different backgrounds, sexuality, gender identity, age, disabilities, ethnicity, religious beliefs, cultural backgrounds, socio-economic background, perspective and experience.

2 STATEMENT OF VALUES

In implementing this Policy, the Company will have regard to its Statement of Values.

3 OBJECTIVES

3.1 The objectives of this Policy are to ensure the Group:

(a) encourages a corporate culture that recognises and values diversity;

(b) provides equal access and opportunities to all its employees; and

(c) promotes a fair and balanced approach ensuring the appointment and advancement of employees is based on skill, performance and capability.

3.2 To ensure these objectives are achieved, discrimination, harassment, vilification, and victimisation will not be tolerated.

4 BENEFITS

4.1 The Group and the Company's board of directors (**Board**) recognise the benefits of maintaining diversity among people in a company at all levels in relation to gender, race, ethnicity, disability, age, sexual orientation, gender identity, marital or family status, religious or cultural background among others.

4.2 The Group and its Board recognise that diversity across all areas creates a competitive labour market that will attract and retain employees from a wide talent pool.

4.3 The Group and its Board believe that a commitment to diversity in its workforce will contribute to achieving corporate objectives through innovative decision making from people with diverse backgrounds with varying skill sets and perspectives.

5 PRINCIPLES

5.1 The Group's diversity and inclusion principles are to:

(a) recognise that people come from different backgrounds and that diversity should be valued;

(b) respect the diversity of employees and stakeholders;

(c) support flexible work arrangements;

(d) integrate diversity into current corporate policies and procedures;

(e) effectively manage and encourage diversity within the corporate environment at all levels;

(f) ensure recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and the recruitment process is guarded against any conscious or unconscious biases that may discriminate against certain candidates;

(g) provide employees with flexible work practices that allow employees at all levels to manage their domestic responsibilities; and

(h) review and remain accountable for diversity principles and policies.

6 GENDER DIVERSITY

6.1 The Group's commitment to gender diversity across all levels contributes to the achievement of a diverse corporate structure within which persons are appointed and advanced based on merit, without bias.

6.2 The Group and the Board recognise that gender diversity:

(a) broadens the pool of high-quality directors and employees;

(b) is likely to support employee retention;

(c) is likely to encourage greater innovation by drawing on different perspectives;

(d) is a socially and economically responsible governance practice; and

(e) will improve the Group's corporate reputation.

7 MEASURES AND ACCOUNTABILITIES

7.1 The Board is responsible for setting measureable objectives to assist the Group to achieve gender diversity.

7.2 The Board will report annually on the Group's progress in meeting these objectives and will make recommendations as to their effectiveness.

7.3 The Board will also report specifically in relation to the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the entity has defined 'senior executives' for these purposes).

8 REVIEW

8.1 The Board will review this Policy at least annually to ensure that it accords with best practice and remains consistent with its objectives.

8.2 This Policy may be amended from time to time by resolution of the Board.

9 PUBLICATION OF THE POLICY

This Policy is made available to all directors and staff of the Group, and published on the Group's website.

Approved by the Board

Date: 19 November 2025