

DIVERSITY AND INCLUSION POLICY

ROBEX RESOURCES INC. (ARBN: 682 762 723)

1 Introduction

Purpose

The Board of Robex Resources Inc. (ARBN: 682 762 723) (**Robex**) is committed to a diverse and inclusive workplace. This Policy aligns with our values (disclosed on our website) and confirms our commitment to achieving diversity in the workplace.

What diversity is

Diversity can be visible or invisible and includes differences of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience – anything that distinguishes one person from another.

Why diversity is important

Diversity is a consideration that forms part of Robex's long term commercial success and strategy.

Through diverse and inclusive teams, Robex anticipates corporate benefits will include improved business performance, enhanced service delivery and increased staff attraction, retention, motivation and satisfaction.

2 Policy application

This Policy applies to all directors, management and staff of Robex and its subsidiaries (**Group**).

Directors, management and staff of the Group are expected to carry out their responsibilities in a manner consistent with this Policy and support an inclusive culture where discrimination, harassment, bullying, vilification and victimisation ("Prohibited Behaviours") will not be tolerated. This includes, but is not limited to, Prohibited Behaviours on the grounds of race, gender, religion, national origin or ethnic group, marital status, family status, sexual orientation, age, physical disability or any other ground of discrimination provided by law.

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

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 Group are responsible for:

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

- speaking up if others appear excluded.

Board's commitment

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

- overseeing Robex's diversity and inclusion strategy;
- setting measurable objectives for achieving diversity objectives (if deemed appropriate), reporting on Robex's progress in achieving them and ensuring compliance with gender diversity reporting requirements;
- assessing and promoting gender pay equity, gender composition at all levels of the workforce (particularly in leadership and management roles) and more equal opportunities for recruitment and promotion;
- approving any key performance indicators for senior executives to measure the achievement of diversity objectives (which may include linking part of their remuneration to the achievement of those objectives where appropriate);
- ensuring Robex's director recruitment process and succession planning considers all facets of diversity; and
- considering the results of any peer benchmarking exercise or gender pay equity audit as may be commissioned by the Board from time to time and any disclosure related issues.

Management's commitment

Management aims to fulfil Robex'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 Robex's commitment to diversity; and
- monitoring and measuring the achievement of all diversity objectives (if any) set by the Board.

4 Policy review

Robex will periodically review this Policy to check that it is operating effectively.

The Company Secretary is authorised to make administrative and non-material amendments to this Policy.

If you have any questions regarding this or another governance document, please write to spark@parkadvisory.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.

Version Number	Revision Date	Document Owner	Document Approver
1.1	12 th June 2025	Company Secretary	Board of Directors