AnteoTech

Diversity, Equal Opportunity & Inclusion Policy

Purpose

This policy establishes AnteoTech Ltd (the Company)'s combined framework for (a) promoting and measuring AnteoTech is committed to taking reasonable and proportionate measures to eliminate, as far as possible, unlawful discrimination, sexual harassment, sex-based harassment, hostile workplace environments and vicrtimisation.

This policy establishes AnteoTech Ltd (the Company)'s combined framework for (a) promoting and measuring diversity across its workforce, board and senior management — including gender diversity — and (b) ensuring equal opportunity and a workplace free from discrimination, harassment and victimisation. AnteoTech recognises that diverse teams contribute broader perspectives, stronger innovation improved decision-making, better risk management and enhanced business performance and is committed to treating all personnel with dignity and respect. This policy gives effect to Recommendation 1.5 of the ASX Corporate Governance Principles and Recommendations (4th edition) and supports the Company's compliance with the Sex Discrimination Act 1984 (Cth), Age Discrimination Act 2004 (Cth), Disability Discrimination Act 1992 (Cth), Racial Discrimination Act 1975 (Cth), Fair Work Act 2009 (Cth), and applicable state and territory legislation.

It is structured in two parts: Part A sets out the Company's diversity commitments and corporate governance obligations; Part B sets out equal opportunity, anti-discrimination and complaint-handling requirements.

Scope

This policy applies to all AnteoTech personnel, regardless of level or type of engagement, and extends to AnteoTech Ltd and its related bodies corporate. It covers conduct in the workplace, at work-related events, in interactions with clients and suppliers on behalf of AnteoTech, and in digital or online communications connected to the workplace. This policy is publicly available on AnteoTech's website and is to be read alongside the Code of Conduct and Whistleblower Policy. It does not form part of any contract of employment and may be varied by the Board from time to time.

Policy Statement

AnteoTech shall:

- Value and promote diversity — including gender, age, disability, ethnicity, cultural and religious background, sexual orientation and gender identity — at all levels of the organisation.
- Provide a workplace free from discrimination, harassment, sexual harassment, bullying and victimisation in all their forms.
- Ensure all employment decisions — including recruitment, promotion, training and remuneration — are based on merit and free from unlawful bias against any protected attribute.
- Set, measure and disclose objectives for achieving gender diversity, consistent with ASX Recommendation 1.5.
- Respond promptly, fairly and confidentially to all complaints, with a strict prohibition on victimising anyone who raises a concern in good faith.

Part A — Diversity (ASX Corporate Governance Principles and Recommendations 4th Edition - Principle 1.5)

Diversity Principle

AnteoTech respects and values the competitive advantage of diversity and the benefits of integrating it throughout the Company — enriching perspective, improving performance, and helping attract, retain and motivate talent from the widest possible pool. For this policy, "diversity" includes (but is not limited to) gender, age, disability, ethnicity, marital or family status, religious beliefs, socio-economic and cultural background, perspective, experience, sexual orientation and gender identity. The Company is committed to diversity at all levels (the Principle).

Putting the Principle into Practice

The Company will give effect to the Principle by:

- aligning its strategy, culture and management systems with the attainment of the Principle, and developing the collective skills, experience and attributes of its people;
- structuring recruitment and selection at all levels so that a broad and diverse pool of candidates is considered, free from conscious or unconscious bias;
- identifying and developing strategies, initiatives and programs to build a broader and more diverse pool of skilled employees, with a view to preparing them over time for senior roles and increasing the representation of women in management;
- fostering an inclusive culture involving both women and men, and diversity at all levels; and
- ensuring equal pay for equal work across its workforce, with strategies in place to manage pay equity.

Measurable Objectives and Targets — Gender Diversity

The Board, through the Nomination & Remuneration Committee, will (when appropriate given the size and nature of the Company's operations):

- set measurable objectives for achieving gender diversity in the composition of the Board, senior executives and the workforce generally;
- set targets or KPIs to track progress towards those objectives;
- measure performance against those targets; and
- report to the Board at least annually on the objectives and progress.

Disclosure and Compliance (Recommendation 1.5)

To meet Recommendation 1.5, the Company will:

- have and disclose this diversity policy (or a summary) on its website;
- have the Board assess annually the measurable objectives for gender diversity and progress towards them; and
- disclose, in relation to each reporting period, the measurable objectives set, the progress towards them, and the respective proportions of men and women among employees, senior executives (including how "senior executive" is defined), Directors, and across the whole Company.

The Company Secretary has line responsibility for ensuring the Company meets these compliance and reporting obligations, including collecting and collating the relevant data.

Responsibility and Accountability

The Board retains ultimate accountability for this Part and has delegated responsibility for its implementation to the Nomination & Remuneration Committee. Reporting under this Part will be a periodic item on the Board agenda, and the Committee will report to the Board at least annually on progress towards the Principle.

Merit and Safeguards

Nothing in this policy requires or endorses selecting or promoting people on any basis other than merit and their overall contribution to the Company (taking into account the nature of the Company's industry); any discriminatory behaviour contrary to law or the Company's codes of conduct; or any existing person being prejudiced in their career development merely because their diversity attributes may be more, rather than less, common with others. This policy operates consistently with the requirement to appoint the best person for each role.

Part B — Equal Opportunity, Anti-Discrimination & Complaints

Equal Opportunity and Prohibited Conduct

AnteoTech provides equal employment opportunity and will not tolerate discrimination, harassment, sexual harassment, bullying or victimisation. Employment decisions are based on merit and must be free from unlawful bias on the basis of any protected attribute. The Company complies with the Sex Discrimination Act 1984 (Cth), Age Discrimination Act 2004 (Cth), Disability Discrimination Act 1992 (Cth), Racial Discrimination Act 1975 (Cth), Fair Work Act 2009 (Cth), and applicable state and territory anti-discrimination legislation. For the purposes of this policy:

- Discrimination — treating a person less favourably because of a protected attribute or imposing a condition that unfairly disadvantages people with that attribute.
- Harassment and sexual harassment — unwelcome conduct that a reasonable person would find offensive, humiliating or intimidating, including unwelcome conduct of a sexual nature.
- Bullying — repeated unreasonable behaviour directed at a person or group that creates a risk to health and safety.
- Victimisation — subjecting, or threatening to subject, a person to detriment because they have made, or may make, a complaint.

Our Commitments

AnteoTech is committed to:

- providing training on this policy, applicable legislation and expected conduct standards at induction and at least annually thereafter, supported by annual written attestations from all personnel;
- maintaining a confidential complaints register, with the Company Secretary reporting de-identified trends to the Audit & Risk Committee at least annually;
- investigating all formal complaints promptly and impartially — acknowledging receipt within five business days, appointing an independent investigator, giving both parties an opportunity to be heard, and communicating outcomes in writing; and
- taking appropriate disciplinary action against any person found to have engaged in discrimination, harassment or victimisation.

Our Responsibilities

Managers and leaders will:

- model inclusive and respectful behaviour, act promptly on any complaint or observation of potential discriminatory or harassing conduct, and refer complaints to the third-party HR consultant team or Company Secretary without delay; and
- ensure employment decisions within their area are based on merit and free from unlawful bias and never take action that could constitute victimisation.

All personnel will:

- treat all colleagues, clients and stakeholders with dignity and respect, and refrain from any conduct constituting discrimination, harassment, sexual harassment or victimisation; and
- report conduct they witness or experience that may breach this policy and cooperate in any investigation.

Making a Complaint

A person who experiences or witnesses conduct that may breach this policy may raise it with their manager, the Company Secretary, or the third-party independent HR consultant team. Complaints will be handled confidentially and without victimisation. A complaint may also be made externally at any time to the Australian Human Rights Commission or the relevant state or territory anti-discrimination body. Where a complaint concerns a disclosable matter, the Whistleblower Policy (CORPOL010) may also apply.

Consequences of Non-Compliance

Compliance with this policy is mandatory. A breach may result in disciplinary action up to and including termination of employment or engagement. Discrimination, harassment, sexual harassment, bullying and victimisation may also be unlawful and expose both the individual and the Company to legal liability under the legislation referred to in this policy.

Related Policies

This policy should be read together with AnteoTech's:

- Code of Conduct;
- Whistleblower Policy;
- Conflicts of Interest Policy; and
- Work Health & Safety Policy.

Review and Endorsement

This policy is endorsed by the Board of Directors and will be reviewed at least annually or earlier following a material change in applicable law or the ASX Recommendations. The Nomination & Remuneration Committee oversees Part A (diversity and Recommendation 1.5); the Board of Directors oversees complaint reporting.

Approval

Merrill Gray

Chief Executive Officer (CEO)

27th August 2026