Diversity Policy

1 Introduction

Regis Resources Limited ("Regis") is committed to providing a safe and respectful workplace. Diversity, Equity and Inclusion is a key contributor to this commitment. Regis fosters a culture of inclusivity where all employees feel safe, respected, and empowered to reach their full potential.

This policy outlines our strategic approach, guiding principles, and approach to setting measurable objectives to embed diversity, equity, and inclusion (DEI) into our culture and operations.

To the extent practicable, Regis adheres to the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

2 Objectives and Guiding Principles

Regis describes diversity as celebrating differences and valuing everyone's contributions.

Regis commits to the following guiding principles:

- Diversity – All workplace policies, practices and procedures support the engagement and retention of employees from diverse backgrounds to reach their full potential.
- Equity – ensuring fair treatment for all employees.
- Inclusion – ensuring the environment enables all employees to feel valued, safe, respected and can contribute to Regis' success.

The Diversity Policy does not impose on Regis, its directors, officers, agents or employees 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 overseas jurisdiction.

3 Strategies

Regis employs the following strategies to achieve the objectives of its Diversity Policy:

- recruit and manage employees based on meritocracy, where an individual's competence, qualification and performance are the basis for recruitment and promotion initiatives;
- recruit from a diverse pool of candidates for all positions, including senior management and Board appointments;
- undertake values based recruitment initiatives for early careers recruitment to enhance opportunities for candidates with diverse backgrounds;
- Aboriginal awareness training for all employees and directors to create an inclusive culture;
- Support pipeline and vocational training initiatives within industry to better support diverse candidates into the mining industry;
- facilitate a workplace culture that accommodates the domestic responsibilities of all employees;

- Undertakes positive duty to prevent and stop psychosocial harm in the workplace; and
- create a culture within Regis that encourages employees, directors and officers to act in accordance with this Policy, including the Measurable Objectives set by the Board.

6 Measurable Objectives

Measurable Objectives are Board approval and set for a three-year period.

Measurable Objectives cover gender representation, women in leadership and women on the board, in addition to broader diversity measures. Annually the Board will assess the representation of:

- The percentage of women employed against the mining industry average;
- The percentage of women at different levels across the Company;
- The percentage of women employed in senior management positions; and
- The percentage of women on the Board
- Workforce demographics (Age, Indigenous representation, Individuals who self-identify with a disability, Individuals who self-identify as LGBTIQ+)

5 Selection and Appointment of Directors and Employees including Senior Management Roles

In accordance with its Diversity Policy, Regis will seek to maintain diversity objectives in the recruitment and selection processes, ensuring gender representation throughout the process.

In relation to the appointment of Directors, the processes will be set out to align with this Policy and the ASX Principles.