



## DIVERSITY POLICY

### 1. Introduction

Molopo Energy Limited, its subsidiaries, affiliates and controlled entities (“Molopo” or the “Company”) are committed to equality of gender, ethnicity, age and culture. In addition to the provisions set out in the Company’s Code of Business Conduct, Culture and Ethics Policy, and in accordance with the obligations outlined in the ASX Corporate Governance Council’s “Corporate Governance Principles and Recommendations”, Molopo has adopted this Diversity Policy.

### 2. Diversity at Molopo

2.1 Molopo’s diversity agenda is committed to ensuring the following:

- a) maintaining a safe work environment by addressing inappropriate behaviour (including discrimination, harassment, bullying, victimization and vilification);
- b) setting clear expectations of behaviour that foster and promote diversity, inclusion and flexibility;
- c) implementing recruitment practices that aim to ensure a mix of male and female candidates in the short list for senior roles;
- d) providing flexible work practices to meet the varying needs of its employees;
- e) undertaking external benchmarking or remuneration to reduce potential gender bias; and
- f) aiming to attract and employ the most suitable candidate for a particular role, irrespective of gender.

### 3. Targets and Disclosure

3.1 Recognising the industry in which the Company operates and the small number of employees within the Company, it is difficult to provide meaningful percentage targets for female participation and, where this can be done, it is recognised that the departure or hire of as little as one staff member may have a significant impact on the gender balance. Establishing measurable objectives will be dependent upon the size of the entity, taking into consideration the nature and scale of activities. The Company also promotes and recruits based upon merit and individual skills rather than on gender and background.

3.2 Subject to the 3.1 and particular skills and gaps at the relevant time, the Company aims to have the following:

- a) at least one female director; and
- b) at least 25% of the senior executive comprised of females; and
- c) at least 30% of the entire employee group comprised of females.

#### 4. Reporting Procedures

- 4.1 The People & Culture Committee must ensure that the Company's Annual Report to shareholders includes, as part of its Statement on Corporate Governance, the following:
- a) Measurable objectives for achieving gender diversity in accordance with this Policy and progress towards achieving them; and
  - b) The proportion of females in the Company, in senior executive positions and on the board.