

Micro-X Limited ACN 153 273 735

Diversity and Inclusion Policy

1. Introduction

At Micro-X, we believe that a diverse and inclusive workplace drives innovation, fosters original thinking, and secures value for our customers, business partners, and shareholders. Guided by our core values – curiosity, collaboration, and determination – this Policy places inclusivity and respect for the diverse backgrounds and capabilities of our team at the centre of everything we do.

Micro-X is committed to inclusion at all levels of the Micro-X Group, and embraces and supports Micro-X's Staff's differences in age, gender, sexual orientation, cultural background, family or marital status, physical ability, disabilities, ethnicity, education, religious beliefs, socio-economic background, and other characteristics that make Micro-X Staff unique. We believe that difference creates the right mix of skills and talent and helps us to create an engaged workforce who can better understand, embrace and operate in a global marketplace.

The Policy is intended to align to the ASX Corporate Governance Council 'Corporate Governance Principles and Recommendations'. If there is an inconsistency between regional legislative requirements and this Policy, the regional legislative requirements will take precedence unless the Policy places a higher requirement. In this case, the Policy will apply unless it results in a breach of local legislation.

For our U.S. subsidiary, Micro-X Inc, this Policy is applied in accordance with U.S. federal, state, and local laws, including the obligations applicable to federal contractors. Employment decisions in the United States will remain merit-based and in compliance with all applicable anti-discrimination laws.

2. Scope

This Policy applies to all Micro-X Staff located at any Micro-X operation globally.

The Micro-X Board of Directors is ultimately responsible and accountable for the objectives of the Policy and its implementation, and will monitor and report to the Company and the public in its Annual Report and provide:

- a) a summary of Micro-X's progress towards achieving the measurable objectives¹ set under this Policy for the relevant year; and
- b) details of the measurable objectives set under this Policy for the subsequent financial year, as appropriate.

Micro-X Staff must adhere to this Policy and contribute to and maintain a respectful workplace at all times.

For Micro-X Inc, as a U.S. federal contractor, the Company will ensure all employment and recruitment processes comply with U.S. Equal Employment Opportunity (EEO) obligations

¹ As with other aspects of this policy, these objectives will apply only to the extent consistent with national and local legislation. The company will continue to monitor and comply with applicable national and local laws and guidance, including in the United States.

and will not include quotas or preferential treatment based on protected characteristics. Any measurable objectives will be treated as aspirational and reviewed for consistency with applicable law.

3. Policy Statements

Micro-X is committed to fostering a diverse and inclusive culture by:

- a) ensuring that its recruitment and selection practices across all levels of the Company, including Management and Board level, maintain an appropriate allowance for recruitment from a variety of diverse backgrounds, while ensuring that all decisions are merit-based and compliant with applicable law;
- b) facilitating and supporting the participation of women in STEM-related and adjacent fields, including in manufacturing and product services;
- c) investing in and supporting all Micro-X Staff to progress their career within the Company, with a focus on developing a broad and diverse group of individuals;
- d) maintaining a zero-tolerance policy towards workplace bullying and harassment; and
- e) requiring that all Micro-X staff engage in appropriate training to recognise and combat workplace harassment and discrimination, in accordance with regional requirements.

4. Programs and Objectives

In consultation with the Board, relevant sub-committees, and key stakeholders, Micro-X will maintain and develop the following programs and objectives to support the goals of the Policy:

- a) Micro-X is committed to a diverse workforce and will continue to maintain a selection process that invites and considers applications from a broad pool of candidates.
- b) Micro-X will continue to facilitate and support the participation of women in STEM-related fields, including in manufacturing and product services. This commitment includes providing work experience and internship programs and conducting outreach programs at schools and universities.
- c) All Micro-X Staff, including the Board, must engage in training as required by Micro-X on diversity awareness and recognising unconscious bias. This training includes modules on workplace bullying, sexual harassment, bystander awareness, identifying discrimination, maintaining a respectful workplace, and must align with U.S Federal anti-discrimination requirements.
- d) Micro-X is committed to providing a safe and inclusive environment for all Micro-X Staff. The Company has a zero-tolerance policy towards workplace bullying and harassment. This is reflected in the Micro-X Employee Handbook, together with the measures to enforce it. Micro-X does not tolerate discrimination, harassment, vilification or victimisation in any form.
- e) Micro-X offers flexible working practices to all Micro-X Staff to support domestic, parental and other responsibilities, in the appreciation that not everyone can or should work the same hours in the same way. This removes disadvantage and discrimination to participation and is integral to an inclusive and healthy workplace.

- f) Micro-X offers confidential counselling and support services, for both personal and professional issues, available 24 hours a day to all employees through the Employee Assistance Program. This fosters mental health and well-being, with a focus on reducing the stigma of mental health challenges in the workplace.
- g) For Micro-X Inc, ensure documentation and training compliance consistent with U.S. contractor certification requirements.

5. Policy Reporting

The Board encourages all Micro-X Staff to raise any concerns or observed non-compliance with the relevant line manager or senior management team member. The Micro-X Employee Handbook provides more details on how Micro-X Group management will deal with complaints or concerns.

6. Review of the Policy

The Board will review this Policy on an annual basis to:

- a) ensure that the Company is providing a safe and inclusive workplace, hiring from a diverse pool of talent and helping everyone flourish in their career; and
- b) identify whether changes should be made to this Policy to increase its effectiveness.

7. Words used in this policy

Micro-X or the **Company** means Micro-X Ltd ACN 153 273 735;

Micro-X Group means Micro-X and its controlled subsidiaries;

Micro-X Staff means each director, officer and employee of the Micro-X Group, as well as contractors and consultants to the Micro-X Group whose terms of engagement apply this Policy to them.

8. Approved and adopted

This Policy was approved and adopted by the Micro-X Limited Board of Directors on [insert date] and applies globally across the Micro-X Group, including Micro-X Inc in the United States, subject to local legal compliance obligations.