



POLICY AND PROCEDURE FOR SELECTION AND APPOINTMENT OF NEW DIRECTORS

Selection and Appointment

Directors are selected by reference to their knowledge, skills and experience which is relevant to the business needs of the Company. New directors are invited to join the Board by the Chair, who makes the invitation based on recommendations made by the Board and approved by the Board.

Diversity

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Archer Materials Limited (**Company**) is committed to equality and the treating of all individuals with respect.

The Company aims to nominate and appoint individuals with diverse skills, values, backgrounds and experiences. The Company values this diversity and recognises the strengths and opportunities it may bring to the Board.

In order to attract and retain a diverse Board composition, the Company is committed to providing a working environment in which all directors, employees and consultants are treated fairly and respectfully, and have equal access to opportunities available within the Company for personal and professional development.

Gender Diversity

The Company is aware of the benefits of gender diversity and is committed to ensuring female participation is reflected at all levels of the organisation including among senior management and directors of the Board.

The Company has not set specific objectives for measuring achievements as yet due to the current size of the Company and its small number of employees.

Archer Materials Limited will make appointments and internal promotions based on merit, and continue to nurture leadership development and provide flexible work arrangements.

The Company's Diversity Policy can be found on the Company's website: www.archerx.com.au

ADOPTED BY THE BOARD ON 23 JUNE 2026