Diversity Policy

Version: 2
Last review: 30 June 2026

1. Commitment

K2 Asset Management Holdings Ltd and its subsidiary K2 Asset Management Ltd (together K2) recognise that K2's employees are its greatest asset and aim to attract and retain the very best people so that K2 can meet its business objectives.

K2 respects people as individuals and values differences. It is committed to creating a working environment that is fair and flexible, promotes personal and professional growth and benefits from the capabilities of a diverse workforce. K2’s recruitment and opportunities for promotion have always been based on merit.

K2 recognises diversity in its broader sense, including gender, age, ethnicity and cultural background, disability, sexual orientation, gender identity, family and carer responsibilities, and differences in background, life experience, communication style, interpersonal skills, education, expertise and problem-solving skills. For the purposes of measurable objectives and ASX reporting, K2’s primary focus is gender diversity.

This Diversity Policy (Policy) provides guidance for the development and implementation of relevant plans, programs and initiatives to recognise and promote gender diversity across K2.

This Policy is adopted having regard to the Corporations Act 2001 (Cth) (Corporations Act), the ASX Listing Rules and the ASX Corporate Governance Principles and Recommendations.

Nothing in this Policy imposes on K2, its directors, officers, agents or employees, any obligations to engage in, or justification for engagement in, any conduct which is illegal or contrary to any anti-discrimination or equal opportunity legislation in operation in any State or Territory or any foreign jurisdiction.

2. Benefits

K2 embraces workforce diversity, including diversity of backgrounds, experiences and perspectives, as a source of strength. Diversity is not only about visible differences, but about the strategic advantage that comes from incorporating a wide range of capabilities, ideas and insights into decision-making and problem-solving to maximise the achievement of K2’s corporate goals and support long-term value creation for shareholders.

Organisations that promote greater diversity, including gender diversity, tend to:

(a) have broader pools for recruitment of high-quality directors and employees and can benefit from all available talent;

(b) be better positioned to represent the needs of all clients and connect with them;

(c) support employee morale, motivation, engagement and retention, saving recruitment, training and productivity costs; and

(d) encourage greater diversity of thought, creativity, innovation, problem solving and diligence in decision-making and risk management.

3. Objectives (to be reported to ASX)

It is the Board's obligation to establish measurable objectives for achieving gender diversity. These objectives are set having regard to the size, nature and complexity of K2's operations.

The Board has set the following objectives, broken down into three key areas:

(a) valuing diversity in the selection and appointment of directors and employees, always ensuring that decisions are based on merit alone;

(b) development of a culture that takes into account people's goals, domestic responsibilities and cultural backgrounds, and ensuring work practices which recognise that employees may have different domestic responsibilities throughout their careers; and

(c) defining and maintaining the mix of skills and diversity which the board desires for its membership.

Given K2's small workforce and Board, the Board considers that qualitative and merit-based objectives are appropriate for K2's current size.

The Board may set further objectives or targets as it sees fit from time to time, particularly as employee numbers increase.[1] K2 will take appropriate measures consistent with the size, nature and complexity of its operations.

Objective 1: Valuing diversity in the selection and appointment of directors and employees

K2 is committed to promoting a corporate culture which embraces diversity when recruiting employees, selecting senior management and appointing directors to the Board.

K2's diversity strategy includes:

(a) aiming to recruit from a diverse pool of candidates for all positions, including for senior management and the Board; and

(b) identifying specific factors to take into account in the recruitment and selection processes to encourage diversity.

Directors and employees are appointed and promoted on merit. In assessing merit, the Board and management consider technical skills, experience, and diversity of background and perspective, as reflected in the Board Skills and Diversity Matrix, while complying at all times with directors' duties

[1] Such objectives could include:
(a) mentoring programs;
(b) targeted professional development programs aimed at helping women develop skills and experience that prepare them for senior management and board positions;
(c) a process for identifying women with the skills and capabilities for board positions;
(d) supporting the promotion of talented women into management positions; and
(e) networking (for example inviting female employees and other women to events and activities).

under the Corporations Act to act in the best interests of the Company and with K2's equal opportunity and anti-discrimination obligations.

Objective 2: Workplace culture – ongoing diversity

K2's diversity strategy includes developing a culture which takes account of people's goals, domestic responsibilities and cultural backgrounds.

K2 maintains initiatives to help women and men balance their work, life and family responsibilities, with the goal of improving staff loyalty and retention, and maintaining diversity amongst its workforce.

These initiatives include:

(a) "Family days" which can be taken by full-time employees once every two months, for any purpose including attending children's or family activities, a religious holiday or cultural event; and

(b) Anti-discrimination and anti-harassment policy and training for all staff.

The Board and the CEO will consider and develop further diversity, retention and loyalty programmes as in its view are necessary or beneficial.

Objective 3: Diversity in Board Membership (to be reported to ASX)

The mix of skills and diversity which K2's directors seek to achieve in the membership of the board are set out in K2's full Diversity Policy.

4. Monitoring and evaluation of objectives

Accountability under this Policy is allocated as follows: The Board sets the measurable objectives and oversees K2's progress against them; the Risk and Compliance Manager monitors the currency of this Policy and reports to the Board; and Management is responsible for implementation, including recruitment and selection practices, flexible working arrangements, and training.

K2's Risk and Compliance Manager will monitor the scope and currency of this Policy.

Procedures for measuring progress against the above objectives are set out in K2's full Diversity Policy.

5. Reporting

K2's board charter states: "At least annually the Board, or an appropriate Board committee, will review and report on the relative proportion of men and women in the workforce at all levels of the economic group controlled by the Company."

The Risk and Compliance Manager or the Company Secretary will report to the Board on progress against the measurable objectives on an annual basis.

The Board will include, in the annual report, each year:

(a) the measurable objectives (if any) set by the Board;

(b) the progress against the measurable objectives; and

(c) the proportion of females employed by K2, those at senior management level and at Board level.