Diversity Policy

FireFly Metals Ltd (ACN 110 336 733)
Adopted by the Board with effect on 12 May 2026

1. Introduction

FireFly Metals Ltd (**Company**) is committed to workplace diversity and inclusion. This policy applies to all directors, officers and employees of the Company in Australia, Canada and any other jurisdiction in which the Company operates, subject to applicable local laws.

The Company is committed to diversity and inclusion at all levels of the Company regardless of gender, sex, marital or family status, pregnancy, sexual orientation, gender identity, age, physical or intellectual impairment, race (including colour, nationality, descent, ethnic or religious background), cultural or religious beliefs, socio-economic background, perspective and experience. The Company does not tolerate discrimination, harassment, vilification and victimisation. This Policy reflects the Company's Statement of Values.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (as amended from time to time).

This Diversity Policy does not form part of an employee's contract of employment with the Company and does not give rise to contractual obligations. However, to the extent that this Diversity Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Diversity Policy forms a direction of the Company with which an employee is expected to comply.

2. Objectives

This Diversity Policy provides a framework for the Company to achieve:

(a) a diverse and skilled workforce, leading to continuous improvement in the achievement of corporate goals;

(b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

(c) improved employment and career development opportunities for women;

(d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and

(e) awareness of all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

This Diversity Policy does not impose on the Company, 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, Canada or of any foreign jurisdiction.

3. Responsibilities

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior levels of the Company and on the Board.

The Board, with assistance from the Nomination and Remuneration Committee, is responsible for considering the development of measurable objectives and strategies to meet the Objectives of this Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives (if and when Measurable Objectives are set) through the monitoring, evaluation and reporting mechanisms described below.

In line with the Corporate Governance Principles and Recommendations (4th Edition) published by the ASX Corporate Governance Council, if the Company is in the S&P/ASX 300 Index at the commencement of the reporting period, the Measurable Objective for achieving gender diversity in the composition of the Company's Board will be to have not less than 30% of its Directors (which includes

both executive and non-executive directors) of each gender within a specified period.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, and using external experts where necessary.

4. Strategies

Whilst always committed to ensuring that the Company recruits, employs and develops the best possible people, the Company's diversity strategies include:

(a) recruiting from a diverse pool of candidates for all positions, including senior management and Board roles;

(b) requiring that at least one female candidate be shortlisted for all appointments, including executive and Board positions, if a suitably qualified candidate exists in the applications received;

(c) considering the implementation of Measurable Objectives;

(d) reviewing succession plans to ensure an appropriate focus on diversity;

(e) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;

(f) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including workplace development programs, mentoring programs and targeted training and development;

(g) providing opportunities for employees on extended parental leave to maintain their connection to the Company and their workplace;

(h) promoting workplace structures that assist employees balance their work, family and other responsibilities effectively and assist in the development of a more diverse pool of skilled and experienced employees whilst improving performance;

(i) developing a culture which takes account of domestic responsibilities of employees; and

(j) any other strategies the Board develops from time to time.

5. Monitoring and evaluation

The Nomination and Remuneration Committee will monitor the progress and report to the Board on the effectiveness of diversity related initiatives.

The Board will monitor the scope and currency of this Policy annually.

The Company is responsible for considering the implementation of Measurable Objectives on an annual basis and, if implemented, monitoring and reporting on the Measurable Objectives.

Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives. In addition, the Board will review progress against the Measurable Objectives as a key performance indicator in its annual performance assessment.

6. Reporting

The Board will include in the Annual Report each year:

(a) any Measurable Objectives set by the Board for that year;

(b) progress against the Measurable Objectives (if any); and

(c) either:

(i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or

(ii) if the Company is a 'relevant employer' under the *Workplace Gender Equality Act 2012* (Cth), the Company's most recent 'Gender Equality Indicators', as defined in and published under that legislation.