BOARD DIVERSITY POLICY

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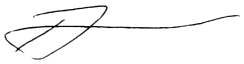
1 Year	Board of Directors		25 September 2025

Purpose

True North Copper Limited (True North Copper or the Company) is committed to diversity in the workplace and recognises the benefits from employee and Board diversity.

Diversity includes, but is not limited to, gender, age, ethnicity, religion, disability and cultural background. The Board recognises that diversity offers a broad spectrum of benefits including:

- access to a larger pool of quality employees;
- improved employee retention;
- insight into different ideas and perspectives, fostering innovation; and
- benefiting from all available talent.

The Board of Directors (Board) is responsible for adopting and monitoring the Company's Diversity Policy.

1. Objectives

The Diversity Policy provides a framework for True North Copper to achieve the following objectives:

- a diverse and skilled workforce, resulting in continuous improvement in company performance and the achievement of corporate goals.
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff.
- A workforce that best represents the talent available in the communities in which our assets are located, and our employees reside.
- improved employment and career development opportunities for women.

- an environment that encourages the development of necessary skills and experience for leadership roles.
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, and
- a workplace that is free from all forms of discrimination and harassment.

2. Strategies

Strategies to help achieve the objectives include:

- facilitating a workplace culture that takes into account domestic responsibilities of employees including flexible work options and return to work policies.
- mentoring programs.
- facilitating training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees;
- recruiting from a diverse pool of candidates for all positions, including senior management and board appointments; and
- reviewing succession plans to ensure an appropriate focus on diversity.

3. Responsibilities

True North Copper's Board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of True North Copper.

The Board is responsible for developing Measurable Objectives and strategies to meet the Objectives of the Diversity Policy (Measurable Objectives), including gender diversity, and monitoring the progress of the Measurable Objectives through the monitoring, evaluation, and reporting mechanisms noted below.

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

4. Monitoring and Evaluation

True North Copper is responsible for implementing, monitoring, and reporting on the Measurable Objectives as established by the Board. Measurable Objectives will be included in the annual key performance indicators for the Managing Director and senior leadership team.

The Objectives of the Diversity Policy will be reviewed by the Board annually.

5. Reporting

The Board will include in the annual Corporate Governance Statement each year any Measurable Objectives set by the board, progress against achieving Measurable Objectives and the proportion of women at three levels in the organisation (whole organisation, senior leadership team and Board level).