

Diversity Policy

Webjet Group Limited

Version 20

Version Control

Document Owner/s	Group CEO & MD
Document Name	Diversity Policy
Version Control	1.0 Document created on demerger and formation of Webjet Group Limited. 2.0 Alignment to Code of Conduct and additions to Commitment to Diversity.
Material Changes	None noted
Approved by	Board
Date Approved	21 August 2025
Review Period	Annual
Date of Next Review	August 2026
Regulatory Requirements	Internal Risk Governance ASX Corporate Governance Principles and Recommendations (4th Edition, Recommendation 1.5 — Diversity Policy)

Supporting Documents.

Document Name	Description
Risk Management Framework	Framework that sets out the totality of systems, processes, and methodologies for the management of risk at Webjet Group Limited
Code of Conduct	Standards and expectations of ethical behaviour and honesty and with full regard for the safety and wellbeing of our people, customers, the wider community and the environment.

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1. Defined terms & interpretation.

Defined terms

In this document:

- ASIC means the Australian Securities and Investments Commission.
- ASX means ASX Limited or, depending on the context, the financial market it operates.
- ASX Corporate Governance Council means the Corporate Governance Council convened by the ASX.
- ASX Corporate Governance Principles and Recommendations means the Corporate Governance Principles and Recommendations published by the ASX Corporate Governance Council, as amended or replaced from time to time.
- Corporations Act means the Corporations Act 2001 (Cth).

Interpretation

Where relevant, words used in this policy have the same meaning as in the Corporations Act.

2. Introduction.

- a) The ordinary shares of Webjet Group Limited are listed for quotation on the ASX under the code WJL.
- b) As a listed entity, Webjet Group Limited is committed to compliance with the ASX Corporate Governance Principles and Recommendations where it is practical and appropriate, in the context of the nature, scope and circumstances of the business of Webjet Group Limited, for it to do so. Relevantly, Recommendation 1.5 provides that companies should establish a policy concerning diversity.
- c) This Diversity Policy is designed to support Webjet Group Limited's commitment to diversity and to compliance generally with the ASX Corporate Governance Principles and Recommendations.

3. Benefits of diversity.

Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses, among a range of matters, differences in gender, race, ethnicity, age, disability and cultural background. Webjet Group Limited believes that embracing and leveraging diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation.

It enables Webjet Group Limited and its controlled entities (Group) to:

- a) recruit the right people from a diverse pool of talented candidates;
- b) retain and develop an appropriate skills base within the Group;
- c) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in Webjet Group Limited; and
- d) better represent the diversity of all stakeholders.

4. Commitment to diversity.

The Webjet Group Limited supports an inclusive and diverse working environment and will not tolerate discrimination, harassment, vilification and victimisation in alignment with its values as set out in its Code of Conduct.

Webjet Group Limited is committed to achieving the goals of:

- a) providing access to equal opportunities at work based primarily on merit;

- b) attracting and retaining a management team with a diverse mix of skills, backgrounds, ethnicity, experience and expertise; and
- c) fostering a corporate culture that embraces and values diversity and uses that diversity to deliver business outcomes.

Webjet Group Limited is an equal opportunity employer and welcomes people from a diverse range of backgrounds. The Group is committed to designing and implementing programs that will assist in the development of a diverse pool of skilled and experienced employees.

5. Board selection process.

- a) Webjet Group Limited's Board Charter provides that the Board should ensure that it has available an appropriate mix of skills and experience to ensure the interest of shareholders generally are served.
- b) The Board is itself responsible for (among other things) ensuring that processes to assess the necessary and desirable competencies of Board members, including, experience, expertise, skills and performance of the Board and its committees, are implemented.
- c) As part of that process, the Board undertakes the following tasks, among others:
 - i. evaluating the performance and effectiveness of the Board (as a whole) and the directors (individually), particularly in terms of fulfilling their responsibilities in a manner that serves the interests of all shareholders;
 - ii. before recommending an incumbent, replacement or additional director, reviewing their qualifications, including capability, availability to serve, conflicts of interest, and other relevant factors;
 - iii. assisting in identifying, interviewing and recruiting candidates for the Board;
 - iv. annually reviewing the composition of each committee and presenting recommendations for committee memberships to the Board as needed;
 - v. overseeing Board succession, including succession planning to maintain an appropriate mix of skills, experience, expertise and diversity on the Board; and
 - vi. in conjunction with the Remuneration Committee, determining and overseeing remuneration policies and practices designed to retain the appropriate persons, based on expertise, experience, merit and performance, and not gender, race ethnicity, age, physical ability or cultural factors, as senior executives and employees of Webjet Group Limited.

6. Achieving and maintaining diversity.

- a) Commencing in the financial year ending 31 March 2025 the Board will review and assess, at least annually, its policies and procedures by reference to its diversity objectives (as set out in clauses 3 and 4).
- b) The Board proposes to disclose in the Annual Report for each relevant financial year its diversity objectives and the policies and procedures it has adopted in achieving those objectives.
- c) To assist in discharging the Board's responsibilities under this policy, the Board, in conjunction with the Company's senior management team, proposes to:
 - vii. undertake an annual review:
 - A. to assess the success of Webjet Group Limited in implementing its diversity policies in the prior year; and
 - B. to determine if its diversity policies and procedures are and are likely to continue to be appropriate and to foster merit based assessment and a corporate culture that embraces and values diversity; and

- C. to ensure Webjet Group Limited, and its policies and procedures, comply with all applicable legal requirements in respect of diversity and that such policies and procedures remain relevant and effective.
- viii. report to the shareholders on the findings of this review and its recommendations for any changes in Webjet Group Limited's diversity objectives and the policies and procedures for achieving its diversity objectives (having regard to any gaps in such objectives and the policies and procedures identified in the course of the review).
- d) Achievement of the diversity objectives set by the Board is a factor which will be considered in assessing the performance of the Board, the Chief Executive Officer and other members of the senior executive team within Webjet Group Limited.

7. Roles and Responsibilities.

- a) Every employee within Webjet Group Limited is responsible for supporting and maintaining Webjet Group Limited's corporate culture, including its commitment to diversity in the workplace.
- b) In particular, managers have responsibility for the maintenance and promotion of an equal opportunity workplace.

8. Review of Policy.

- c) This Policy must be reviewed at least annually to ensure it remains current, effective, and aligned with relevant legal, regulatory, and operational requirements.
- d) The Policy may be reviewed and updated more frequently where there is a material change in applicable legislation, business operations, risk environment, or other relevant circumstances that warrant earlier review. Responsibility for the review lies with the Policy Owner.

Webjet Group Limited
August 2025



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