



Inclusion and Diversity Policy

Coronado Global Resources Inc.

Adopted by the Board:	21 September 2018
Effective Date Current Version:	[19 February 2026]
Supersedes Prior Version dated:	16 February 2024
Last Reviewed by the Board:	[19 February 2026]

1 Overview

The Company is committed to workplace inclusion and diversity. It understands the value that diversity brings and recognises that creating a culture which welcomes and values all individuals is paramount to the Company's ability to attract, retain, motivate and develop the best talent; create an engaged workforce; deliver the highest quality services to its customers; and to continue to grow the business. The purpose of this Inclusion and Diversity Policy (Policy) is to ensure the Company's commitment to inclusion and diversity objectives is monitored and measured to ensure its effectiveness.

2 Scope and Responsibility

This Policy applies to all Coronado Global Resources Inc. employees, directors and officers of the Company who must comply with all policies, procedures and practices relevant to this Policy. The Custodian of this Policy is the Chief People and Sustainability Officer.

3 Building a Diverse and Inclusive Workplace

The following key principles underpin the Company's approach to diversity and inclusion:

- Diversity and inclusion are essential parts of the Company's values. Our culture embraces diversity, welcomes all individuals and promotes inclusive practices.
- The Company's recruitment, selection and promotion practices actively encourage diversity and aim to broaden the field of potential candidates for all positions, including board appointments.
- All Company policies, procedures and practices are regularly assessed to ensure there are no specific barriers to diversity.
- Leadership review and succession planning programs are structured and implemented to improve diversity by upskilling, building awareness on the benefits of embracing an inclusive culture and developing all of our people to best prepare them for career success.
- Remuneration levels and benefit availability are continuously monitored to ensure that any gender bias is addressed; and strategies implemented to ensure future bias does not occur.

4 Review

These principles and performance against the principles will be reviewed by the Compensation and Nominating Committee, in conjunction with the Custodian. If deemed necessary, the Compensation and Nominating Committee may make recommendations to the Board that the Policy may be revised, changed or amended. A review of this Policy is planned to be undertaken by the Board at least every two years; however the Policy may be revised, changed or amended at any time by the Board.

5 Policy Breaches

Breach of policies, procedures and practices relevant to this Policy may lead to disciplinary action being taken. Any suspected breach or unethical conduct connected with the requirements of this Policy must be reported. Such a report should be made to your Leader, a member of the Human Resources teams, the Chief People and Sustainability Officer, the Chief Legal Officer; or the Group Company Secretary and Vice President Corporate Compliance, the Vice President-Assurance and Risk, or by using the Coronado Resources Reporting Line as set out in the Company's Whistleblowing Policy. No retaliatory action will be taken against anyone who makes a report on reasonable grounds of suspected illegal or unethical conduct. The Company's Whistleblowing Policy provides guidance on how to make a report and how that report will be received and investigated. Coronado, to the extent practical and consistent with local law, will keep confidential the identity of anyone making such a report.