

Diversity Policy

PointsBet Holdings Limited
ACN 621 179 351

Adopted by the Board on 25
February 2019

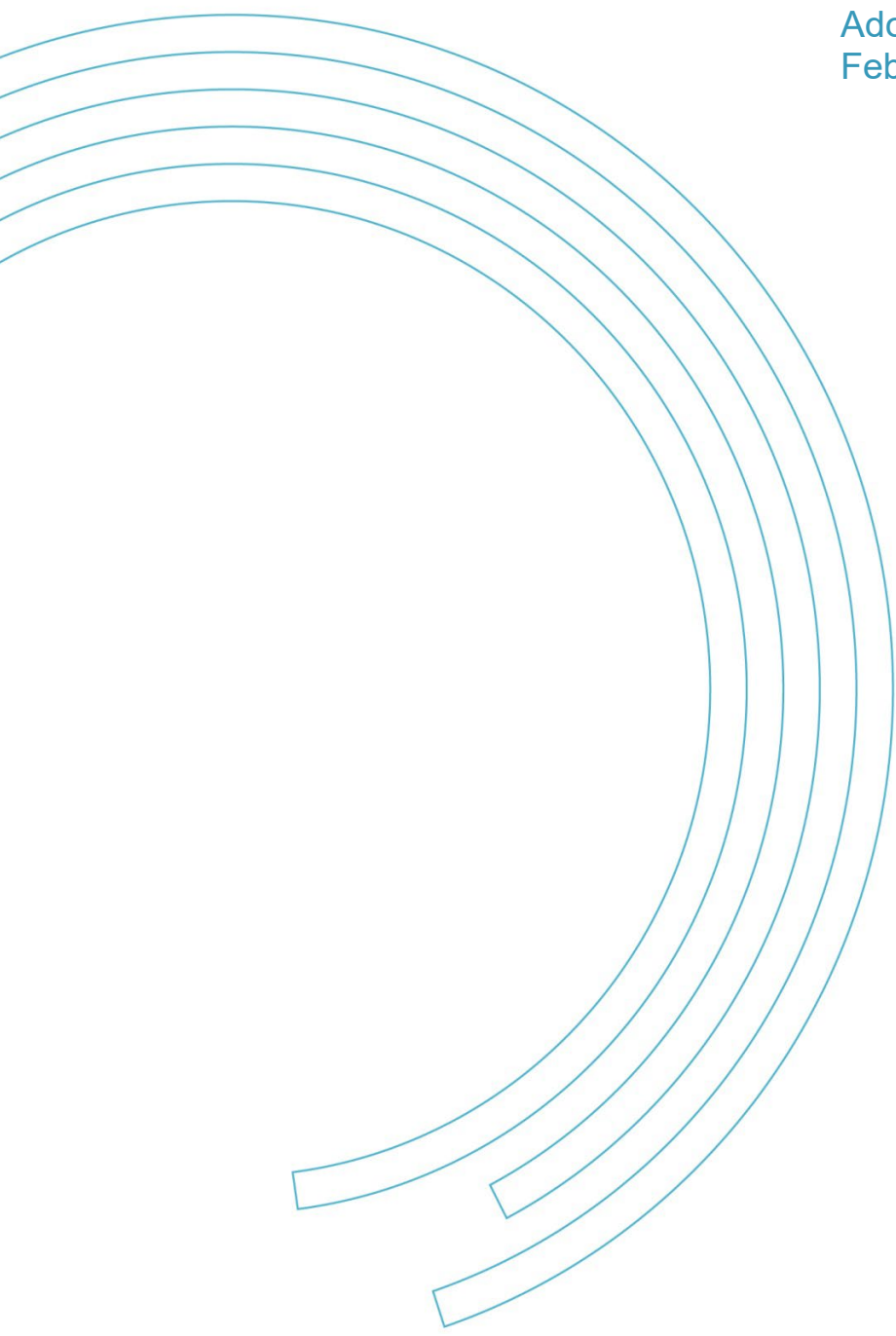


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1 Purpose

PointsBet Holdings Limited (the **Company**) recognises that people are its most important asset and is committed to achieving workplace diversity.

The purpose of this Diversity Policy (**Policy**) is to set out the Company's commitment to diversity by:

- (a) setting measurable objectives to achieve diversity;
- (b) broadening the field of potential candidates for senior management positions and appointments to the board of Directors (**Board**);
- (c) increasing the transparency of the Board appointment process; and
- (d) embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual review of Board performance.

2 What diversity means to us

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experience, and also differences in approach and viewpoints. It includes factors such as gender, age, race, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, sexual preference, language and other areas of potential difference.

3 Measurable objectives

Each year the Board will set measurable objectives with a view to achieving diversity. These objectives and the performance of the Company against these objectives will be reviewed annually by the Remuneration and Nomination Committee (or such other committee determined by the Board), as part of its annual review of the effectiveness of this Policy.

4 Recruitment, selection and succession planning

4.1 Succession planning

The Board, in conjunction with the Remuneration and Nomination Committee, is responsible for the development and succession planning process for the Chief Executive Officer (**CEO**) and the CEO's direct reports. In making recommendations to the Board in relation to succession planning, the Remuneration and Nomination Committee will have regard to diversity criteria.

4.2 Board appointment process

The Remuneration and Nomination Committee is responsible for reviewing and making recommendations to the Board on the criteria for nomination as a Director. In

making recommendations to the Board in relation to Director nomination, the Remuneration and Nomination Committee will have regard to diversity criteria.

5 Review of Policy and reporting

The Remuneration and Nomination Committee is responsible for the review and oversight of this Policy. In executing this role, the Remuneration and Nomination Committee will, with the appropriate support and input from management:

- (a) review on an annual basis:
 - (i) the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
 - (ii) the division of responsibilities and accountability for developing and implementing diversity initiatives within the Company;
- (b) review on an annual basis the diversity requirements in all jurisdictions in which the Company operates and the effectiveness of this Policy in satisfying those requirements;
- (c) report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented; and
- (d) provide information in the Company's annual report regarding:
 - (i) key features of this Policy;
 - (ii) details of the measureable objectives set under this Policy;
 - (iii) a summary of the Company's progress towards achieving those measurable objectives; and
 - (iv) either
 - (A) the proportion of women employees in the organisation, in senior executive positions and on the Board; or
 - (B) where the Company is required to comply with the *Workplace Gender Equality Act 2012* (Cth) (the **Act**), the Company's most recent "Gender Equality Indicators" as defined and published under the Act.