



# Diversity, Equity, Inclusion & Belonging

## Our DEIB Commitment

FY27 – FY30



Jumbo Interactive Limited  
ABN 66 009 189 128

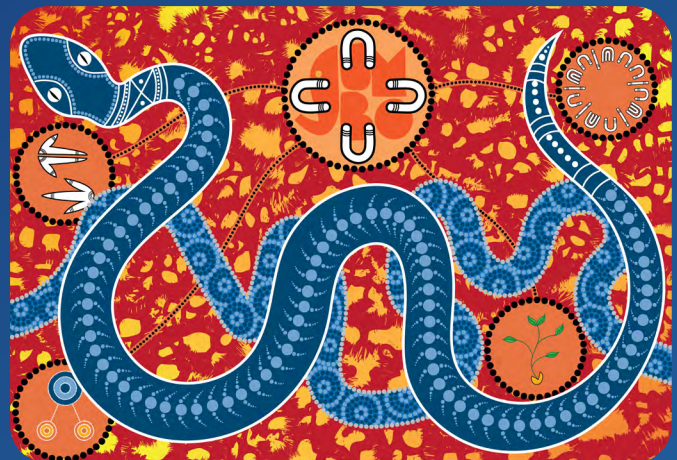
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## Acknowledgement of country

Jumbo would like to acknowledge the Turrbal and Yuggara People, the traditional custodians of the land on which our global business was founded. We pay our respects to elders past and present, the keepers and storytellers of First Nations customs and culture.

Across the seas, we would also like to acknowledge the Blackfoot Confederacy, including the Siksika, Piikani and Kainai Nations; the Stoney-Nakoda Nation; and the Tsuut'ina Nation, upon whose land our subsidiary, Stride Management Corp, operates.



Jumbo commissioned this digital artwork by Aboriginal and Torres Strait Islander artist Chad Briggs.

# Our commitment

At Jumbo, Diversity, Equity, Inclusion and Belonging (DEIB) are embedded in how we operate and deliver on our strategy.

We recognise that diverse perspectives strengthen decision-making, improve outcomes and support sustainable business performance. Creating an environment where people feel valued and able to contribute is fundamental to attracting and retaining talent, managing risk, and delivering long-term value for our customers and shareholders.

Our focus is on ensuring fair access to opportunities, maintaining a respectful and inclusive working environment and enabling our people to do their best work. Our DEIB Commitment is not a standalone initiative, it is part of how we operate as a business.

# Our approach

Our approach to DEIB is practical, outcomes-focused and aligned to business priorities.

We will:

- ✓ Embed DEIB into how we operate, rather than treating it as a separate program
- ✓ Maintain accountability through leadership, with expectations aligned to how teams are led and outcomes are delivered
- ✓ Support inclusive and effective ways of working, including psychologically safe team environments
- ✓ Ensure consistency and fairness across hiring, development, reward and progression
- ✓ Use data and insights to inform decisions and identify areas for improvement

Our approach is designed to support effective decision-making, strong team performance and sustainable business outcomes.



# Our DEIB priorities

We focus our efforts across three priority areas:



## Equitable access & opportunity

We maintain fair and consistent practices across the employee lifecycle, including recruitment, development, reward and progression. Our focus is on identifying and reducing barriers to access, and ensuring equitable outcomes across roles, teams and regions.



## Inclusive culture & belonging

We foster a respectful and inclusive working environment where people feel able to contribute and work effectively together. This includes supporting team environments that enable collaboration, recognition and a strong sense of connection to the business.



## Leadership & capability

We build leadership capability to support inclusive, effective and accountable team environments. This includes equipping leaders to make balanced decisions, lead diverse teams and create conditions for strong performance.

# Delivering on our commitment

We will focus on delivering outcomes that support both our people and our business, including:

- ✓ Maintaining equitable outcomes across hiring, pay and progression
- ✓ Strengthening leadership capability in inclusive and effective team practices
- ✓ Supporting safe, respectful and high-performing work environments
- ✓ Enhancing employee engagement, connection and contribution
- ✓ Using data and feedback to inform priorities and continuous improvement

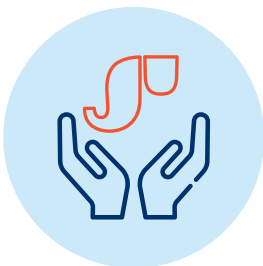
Our priorities will be reviewed and refined over time to maintain alignment with business strategy, workforce insights and evolving operating requirements.



## Governance and accountability

Accountability for DEIB sits with the Executive Leadership Team, with oversight provided by the People & Culture Committee.

Progress is monitored through established people metrics and considered as part of broader workforce, culture and performance discussions.



## Our responsibility

Creating an inclusive and effective workplace is a shared responsibility.

Leaders play a key role in embedding inclusive practices through how they lead their teams. All employees are expected to contribute to our respectful, collaborative and high-performing environment.