

HOT CHILI LIMITED (ACN 130 955 725)

Maternity and Paternity Leave Policy

Adopted: 19 February 2025

1. Introduction

The Board of Directors (**Board**) of Hot Chili Limited (**Company**) considers that the promotion of maternity and paternity leave to its employees:

- broadens the pool for recruitment of high-quality directors, officers and employees;
- supports the retention of personnel; and
- is a socially and economically responsible governance practice.

2. Purpose

The objectives of the Company and this Policy are to ensure that the Company:

- provides employees with time off for the birth or adoption of a child, ensuring a supportive work environment for new parents.

3. Scope

This policy applies to all full-time employees who have been with the company for at least 12 months.

4. Maternity Leave

- Eligible employees are entitled to 6 months of paid maternity leave.
- Leave can be taken before or after the birth, but must be scheduled in consultation with management.
- Employees must notify their supervisor at least 30 days before the expected due date.

5. Paternity Leave

- Eligible employees are entitled to 2 weeks of paid paternity leave.
- Leave must be taken within the first 6 months after the child's birth or adoption.
- Employees must inform their supervisor at least 30 days prior to the expected date of leave.

6. Additional Notes

Employees may choose to extend their leave using accrued annual leave or unpaid leave as per the Company's leave policies.

All leave requests will be handled in accordance with applicable laws and regulations.

7. Return to Work

Employees are expected to return to their same position or a comparable position upon completion of their leave.

Any adjustments to work schedules or duties can be discussed prior to returning.

8. Review and publication of this Policy

The Board will review this Policy on a periodic basis, and may amend this Policy, to ensure that it is appropriate for the Company's business and operations and is up to date with applicable laws and regulations.

The Company will publish this Policy on the Company's website at www.hotchili.net.au.