



Diversity, Equity and Inclusion Policy

Adopted on: 17 March 2025



Table of contents

1.	Overview	2
2.	Statement of Values	2
3.	Objectives	2
5.	Diversity and Inclusion Principles	3
6.	Diversity Commitments	3
7.	Measure and Accountabilities	4
8.	Review	4

Diversity, Equity and Inclusion Policy

1. Overview

The Diversity Equity and Inclusion Policy (Policy) supports the commitment of Vitrafy Life Sciences Pty Ltd (Company), and any of its subsidiaries from time to time (Group) to ensuring an inclusive workplace that encourages and embraces diversity.

The Group is an equal opportunity employer and respects and welcomes individuals from all backgrounds, including but not limited to different sexual orientations, gender identities, ages, disabilities, ethnicities, religious beliefs, cultural backgrounds, socio-economic backgrounds, perspectives, and experiences.

The Group recognises that diversity extends beyond gender and encompasses a broad range of backgrounds, including First Nations peoples, neurodivergent individuals, individuals with caring responsibilities, and those from diverse cultural and linguistic backgrounds.

Where the Group operates in international markets, including the United States, this Policy will be interpreted in accordance with local laws and regulations

2. Statement of Values

The Company's Statement of Values which outlines its broader corporate principles, is published separately and should be read in conjunction with this Policy.

3. Objectives

The objectives of this Policy are to ensure the Group:

- a) Fosters an inclusive corporate culture that recognises and values diversity across all aspects of the business.
- b) Provides equitable access and opportunities for all employees to participate fully in the workplace.
- c) Promotes merit-based advancement and recruitment while actively mitigating conscious and unconscious bias in decision-making.
- d) Maintains compliance with applicable diversity laws in all jurisdictions where the Group operates.

To ensure these objectives are achieved, discrimination, harassment, vilification, and victimisation will not be tolerated

4. Benefits of Diversity

The Group and the Company's board of directors (Board) recognise the benefits of maintaining diversity among people in a company at all levels

The Group and its Board recognise that diversity across all areas strengthens innovation, problem-solving, and decision-making and supports employee engagement and retention.

The Group and its Board believe that a commitment to diversity in its workforce contributes to achieving corporate objectives through innovative decision-making from people with diverse backgrounds with varying skill sets and perspectives.

A proactive approach to diversity ensures compliance with legal obligations in Australia and internationally.

5. Diversity and Inclusion Principles

The Group's diversity and inclusion principles are to:

- a) recognise that people come from different backgrounds and that diversity should be valued.
- b) respect the diversity of employees and stakeholders.
- c) where possible, support flexible work arrangements that accommodate employees with caring responsibilities, disabilities, and personal circumstances.
- d) integrate diversity into current corporate policies and procedures.
- e) effectively manage and encourage diversity within the corporate environment at all levels.
- f) ensure recruitment and selection practices at all levels are structured to attract a broad range of candidates and mitigate unconscious bias.
- g) where possible provide employees with flexible work practices that allow employees at all levels to manage their work-life balance; and
- h) review and remain accountable for diversity principles and policies.

6. Diversity Commitments

The Group's commitment diversity and inclusion across all levels contributes to the achievement of a diverse corporate structure in which hiring, promotion, and leadership opportunities are based on merit and free from bias.

The Group and the Board recognise that a holistic approach to diversity includes but is not limited to:

- a) **Gender diversity** – Ensuring a balanced gender representation across leadership and operational roles.
- b) **Cultural and linguistic diversity** – Supporting employees from multicultural backgrounds and ensuring culturally safe work environments.
- c) **Disability inclusion** – Ensuring reasonable adjustments and accessibility considerations for employees with disabilities.
- d) **First Nations inclusion** – Encouraging employment pathways and engagement with Indigenous communities.
- e) **LGBTQ+ inclusion** – Fostering an environment where employees of all sexual orientations and gender identities feel respected and valued.

7. Measure and Accountabilities

The Board is responsible for setting measurable objectives to assist the Group in achieving meaningful progress in diversity and inclusion.

The Board will report annually on the Group's progress in meeting these objectives and will make recommendations as to their effectiveness.

8. Compliance & Regional Considerations

This Policy applies across all jurisdictions where the Group operates, including the United States, and will be interpreted in accordance with local legal requirements.

In Australia, the Group aligns with ASX Corporate Governance Principles, the Workplace Gender Equality Act (WGEA), and anti-discrimination laws.

In the United States, the Group will comply with applicable federal and state-level diversity laws.

The Group will ensure that diversity initiatives are implemented in a legally compliant manner, acknowledging that affirmative action measures may be restricted in certain jurisdictions.

8. Review

The Remuneration and Nomination Committee will review this Policy at least annually to ensure to ensure alignment with:

- a) Best practice diversity and inclusion standards
- b) Legal and regulatory requirements in all jurisdictions

A report will be made to the Board of the outcome of each review and all recommended changes to the Policy.

The Policy may be amended from time to time by resolution of the Board.