

## DIVERSITY DISCLOSURE 2023-2024

### Introduction

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Viral Vector Manufacturing Facility Pty. Ltd. ("VVMF", "the Company") has adopted a Diversity Policy. This Policy requires disclosure regarding:

- VVMF's measurable diversity objectives;
- progress towards achieving those objectives; and
- the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce, with 'senior executive' being a clearly defined term.

The VVMF Board of Directors ("Board") has approved the following disclosures.

#### **Definition of Senior Executive**

VVMF defines Senior Executive as all Executive staff at the level of Chief Executive Officer ("CEO"), and direct reports to the CEO.

#### **Measurable diversity objectives**

Given VVMF's start-up status, the Board considers the following objectives to be appropriate for its current circumstances:

1. Annual assessment by the Remuneration and Nomination Committee regarding current diversity statistics and progress towards improving and expanding diversity for the Company.
2. The Company at Board and Executive level will foster an environment that attracts and develops a diverse range of talent.
3. The Company at all levels will broaden its perspective by seeking to understand diverse experiences and perspectives of all staff.

#### **Progress towards achieving measurable diversity objectives/gender proportions**

At 30 June 2024, the Company had no direct employees that had commenced their tenure. The Company had four Directors; three female and one male.



Stephen Thompson  
Chief Executive Officer