

June 30, 2026

DIVERSITY DISCLOSURE 2025-2026

Introduction

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

- measurable diversity objectives for the Company;
- 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 that lead a function within the organisation.

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

As at 30 June 2026, the Company reports the following:

- The Company had four Directors; three female and one male.
- The Senior Executive team had eleven members; six female and five male.
- The gender split across the entire organisation (excluding the Board) is 54% female and 46% male.



Stephen Thompson
Chief Executive Officer