

INTRODUCTION

Platinum Asset Management Limited ABN 13 050 064 287 (the "Company") is a holding company of a number of subsidiary companies, and in particular of a funds management business carried out by Platinum Investment Management Limited ABN 25 063 565 006 which trades as 'Platinum Asset Management' (collectively referred to as "Platinum").

The Corporate Governance Principles and Recommendations 4th Edition issued by the ASX Corporate Governance Council have been considered in setting this policy, specifically Recommendation 1.5.

A. SCOPE

This Diversity and Inclusion Policy applies to all Platinum employees.

B. PURPOSE

Platinum is committed to creating a safe, respectful and inclusive environment that values and celebrates diversity and unlocks the potential that a diverse workforce can deliver for our clients. This policy describes Platinum's approach to diversity and inclusion.

C. DIVERSITY AND INCLUSION

Diversity and inclusion at Platinum means recognising that our people are our greatest asset. In order to remain competitive, and attract and retain the best talent in the market, we focus on the importance of providing an inclusive work environment for people from a diverse range of backgrounds, perspectives, with a diverse range of skills, experience and abilities.

Platinum's commitment to diversity and inclusion is evidenced by our diverse workforce having regard to factors such as gender, age, relationship and family/caring status, sexual orientation, disability, ethnicity, cultural background, mental health condition, religious beliefs, socio-economic background and experience.

Platinum actively promotes a culture of equal opportunity, meritocracy, fairness and equality, at all levels within the Company.

Our Workplace Behaviour Policy also supports an inclusive workplace environment, free from discrimination, harassment, bullying, vilification and victimisation. We also promote the important role that bystanders have in addressing these behaviours. These behaviours are unacceptable and will not be tolerated at Platinum.

D. BENEFITS OF A DIVERSE AND INCLUSIVE WORKPLACE

Platinum recognises the motivational and engagement benefits that an inclusive workplace delivers when employees feel valued and respected, regardless of their differences.

Platinum also recognises that, an inclusive workplace, where all employees feel safe and confident to contribute their ideas and perspectives, facilitates more creative, innovative and effective solutions for achieving Platinum's business objectives and delivering for clients.

Platinum also recognises that all employees have an important role to play in creating this environment and we undertake a range of activities to support and encourage this.

E. GOVERNANCE

Platinum's Nomination and Remuneration Committee has delegated authority from the Board for the diversity and inclusion strategy at Platinum, including setting measurable diversity and inclusion objectives and measuring Platinum's progress against these objectives.

The Nomination and Remuneration Committee has in turn delegated responsibility for this to Platinum's Diversity and Inclusion Committee ("D&I Committee").

Platinum's D&I Committee is sponsored by Platinum's Chief Executive Officer and is comprised of a diverse cross-section of Platinum's employees.

The Chair of the D&I Committee reports on diversity and inclusion matters at each meeting of the Nomination and Remuneration Committee.

The Board reports on Platinum's diversity and inclusion objectives as well as Platinum's progress against these objectives, annually in the Company's Corporate Governance Statement.

F. OBJECTIVES AND IMPLEMENTATION

Platinum's diversity and inclusion objectives and initiatives are outlined in Appendix A.

Objective	Initiatives	Measurement
1. Live our Values	<p>Engage with MC and D&I to develop and embed new Platinum values through a program of work to link strategy with values and behaviours</p> <p>Implement workplace giving and volunteering approach to support Stewardship goals</p>	<p>Employee Engagement >71</p> <p>At least 20% of staff utilising the Platinum workplace “matching” program</p> <p>At least 20% of staff utilising one or more of the Community Engagement Leave days</p>
2. Strengthen our diversity and sense of belonging within Platinum	<p>Appropriate workplace behaviour training & understanding of escalation processes</p> <p>Leadership approach to educate on case for diversity and actions leaders can take</p> <p>Conduct a “listening review” on Ethnicity at Platinum</p>	<p>Reduce or eliminate the 10% gap between male and female perceptions of working at Platinum in the Employee Engagement survey</p>
3. Provide a fair and flexible workplace	<p>Strive for gender balance for all internal and external events and employ an “if not, why not” approach</p> <p>Implement more detailed analysis on gender pay</p> <p>Introduction of 20 weeks parental leave and no distinction between primary and secondary carers leave</p>	<p>Ensure no gender pay gap in like for like roles</p> <p>Increase the rate of men taking parental leave</p>
4. Review and enhance our recruitment and retention practices to increase workplace diversity	<p>Create Platinum recruitment guidelines to support a broader range of candidates (eg. Neurodiverse, CALD candidates)</p> <p>Target having a female on every shortlist</p> <p>Target having at least one female on every interview panel</p> <p>Engage with First Nations organisations to find ways Platinum can engage with the community</p> <p>Target a majority of female candidates for internship roles</p>	<p>Increase the hire rate of women >\$125k</p> <p>Maintain or improve proportion of females in Investment team from 14%</p> <p>Meet recruitment guidelines for further inclusion</p>