

DIVERSITY AND INCLUSION POLICY

26 May 2021

A. 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.

B. SCOPE

This Diversity and Inclusion Policy applies to all Platinum employees.

C. PURPOSE

Platinum respects and values the diversity of its employees and is committed to finding ways to actively support and encourage a diverse and inclusive workplace. This policy describes Platinum's approach to diversity and inclusion.

D. DIVERSITY AND INCLUSION

Diversity and inclusion at Platinum means recognising that our people are our greatest asset. This is why we focus on the importance of providing an inclusive work environment to attract and retain employees 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, marital and family status, sexual orientation, disability, ethnicity, cultural background, 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, vilification and victimization. These behaviours are unacceptable and will not be tolerated at Platinum.

E. BENEFITS OF A DIVERSE AND INCLUSIVE WORKPLACE

Platinum recognises the motivational and engagement benefits that 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.

F. 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.

G. OBJECTIVES AND IMPLEMENTATION

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

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A. APPENDIX A: MEASURABLE DIVERSITY AND INCLUSION OBJECTIVES

Platinum’s measurable objectives for workplace diversity and inclusion for 2021/22 are:

Objective	Initiatives
<p>1. Embed our core values and empower each other to hold one another to account.</p>	<ul style="list-style-type: none"> • Continue to build on the introduced concepts of having difficult conversations. • Continue company-wide values work embedding aligned behaviours underpinning Platinum’s values of Excellence, Integrity & Team Mindset. • Run annual employee engagement surveys to measure engagement and inclusion levels and giving employees a voice. • Run quarterly all company employee briefings and updates.
<p>2. Strengthen our inclusive culture through education, awareness and practice.</p>	<ul style="list-style-type: none"> • Expand our lunch and learn program to incorporate external speakers to educate and inspire on D&I relevant topics. • Enhance our induction and onboarding experience for new hires. • Establish a calendar of internal events for all employees, to enhance engagement and inclusivity. • Empower all employees to enhance and protect our culture through respectful language, training and actions.
<p>3. Provide a fair and flexible workplace.</p>	<ul style="list-style-type: none"> • Create opportunities for cross team collaboration and mentoring on projects and interest groups. • Introduce corporate charitable matching for all employees. • Continue to define the future workplace through Future of Work project. • Reviewing outcomes from Workplace Gender Equality Agency (WGEA) reporting to create opportunities to close any gaps.
<p>4. Review and enhance our recruitment and retention practices to increase workplace diversity.</p>	<ul style="list-style-type: none"> • Capture and analyze internal metrics around retention and recruitment practices to understand trends. • Continue to ensure all recruitment projects contain a diverse mix of candidates and interviewers. • Continue to enhance Platinum’s website careers page to be more inclusive, target at least one female internship for every summer intake. • Encourage more cross-team development work - from meet & greets, to shadowing, rotations and mentoring by senior managers.