

Platinum Asset Management Limited (ASX: PTM)

# WGEA Employer Statement

MAY 2024



At Platinum Asset Management we recognise that diversity leads to an environment of informed decision-making which results in better outcomes for our clients and our organisation.

Diversity extends beyond gender to also include social background, disability, age, religion, sexual orientation, neurodiversity and ethnicity.

Included in our most recent WGEA reporting results, some outcomes have challenged the improvements made over prior reporting periods. This primarily relates to the remuneration outcomes for the investment team in 2023 receiving significantly higher variable incentives due to investment performance, while the rest of the organisation's variable reward fell due to reduced profitability. The report also highlights that we remain under-represented by women within our investment team.

Encouragingly, we have a number of Board endorsed programs in place and these govern the way we recruit, retain, promote and remunerate our employees. In 2024 and beyond, all employees, regardless of their role, will be remunerated from a variable remuneration pool aligned with the company's profit. In addition, our under-representation of women in the investment team remains a key focus to remedy.

Platinum is committed to building a sustainable workforce that fosters a diverse and inclusive work environment for the benefit of our clients and our organisation.