CLINUVEL

Diversity and Inclusion Policy

CLINUVEL Pharmaceuticals Limited

ACN 089 644 119

CLINUVEL PHARMACEUTICALS LTD and controlled entities ('CLINUVEL', 'we' or 'the Company') has a strong commitment to workplace diversity and seeks to promote an inclusive culture where people are encouraged to succeed to the best of their ability. Diversity in the workplace includes, but is not limited to, gender, age, ethnicity and cultural background. CLINUVEL embraces people from a diverse range of backgrounds and recognises the importance of a diverse and inclusive workforce in delivering positive business outcomes, employee retention and fostering a strong and positive workplace culture.

1. Benefits to the company in promoting workplace diversity

Diversity and inclusion are about recognising and valuing the contributions of people from different backgrounds, with different perspectives and experiences. Diversity reflects people holding different beliefs and religions and it also finds ways to promote a culture where diverse opinions and views can be sought and incorporated into all aspects of the organisation's operations. Diversity in this context includes but is not limited to gender, age, disability, ethnicity, religion and cultural background. The Company also recognises that employees at all levels of the Company and regardless of background may have domestic/carer responsibilities requiring their attention.

We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex regulatory and clinical markets, cultural idiosyncrasies and to overcome language barriers in dealing with various cross-national stakeholders.

We believe such diversity results in CLINUVEL being best placed to achieve its corporate objectives and for enhancing Company value. Diversity encourages the Board and management to think beyond the norm and to be innovative by drawing down on the wide range of ideas and experiences that employees from different backgrounds bring to their roles.

Where CLINUVEL'S core business is in the development and commercialisation of a first-in-class drug, diversity is key in developing an appropriate skill base across its workforce, ensuring the best opportunity for the Company to achieve its core objectives, and in doing so, to promote staff retention.

2. Strategies to encourage diversity

Gender diversity is integral to the Company's overall diversity and inclusion strategy.

For senior management, the responsibility to oversee the selection and appointment practices in a manner that promotes gender diversity, including establishing a structured approach for identifying appropriate candidates is delegated by the Remuneration Committee. The Board retains these responsibilities for director appointments.

To encourage workplace diversity, CLINUVEL has adopted strategies including, but not limited to, the following:

- To recruit all employees from as diverse a pool of qualified candidates as reasonably practicable. Where practicable, recruitment firms used to source candidates for roles will ensure the field of potential candidates is broad enough to cover a diverse range of applicants. Selection processes are tailored to encourage diversity.
- To ensure succession planning at both Board and employee level includes a focus on diversity.

- Adopting and supporting flexible work practices to best accommodate business and non-business responsibilities for every Board member and employee.
- The Company will prepare an annual demographics report.

3. Monitoring and Evaluation

The Company Secretary, in conjunction with the Remuneration Committee, will monitor and report annually to the Board on the progress and effectiveness of this policy.

Achievement of the diversity objectives will be a consideration when assessing the performance of the Board and the Managing Director.

4. Reporting

CLINUVEL will include in its Corporate Governance Statement each year:

- Measurable objectives, if any, set by the Board;
- Progress against, and changes to achieving, the measurable objectives; and
- The proportion of women employees across the Company, at a senior level and at Board level.

This policy does not impose any obligation to engage in any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation.

The policy is designed to support CLINUVEL's commitment to diversity, and for compliance with the ASX Corporate Governance Principles and Recommendations.

5. Additional Information

Any questions about this Policy should be directed to the Company Secretary.

6. Approved and Adopted

This Policy was approved and adopted by the Board on 27 August 2026.

Document version control:

Custodian	Company Secretary
Date of next scheduled review	August 2028
Legislative Framework and regulatory compliance	ASX Corporate Governance Principles and Recommendation (4th edition)
Regulators	ASX