



## **DIVERSITY POLICY**

### **Purpose**

To set out the Company's policy in relation to diversity, in accordance with the ASX Corporate Governance Council Corporate Governance Principles and Recommendations.

### **Policy**

Opthea's policy is to leverage diversity through the attraction, retention and development of a diverse team of talented people in the Company at all levels, including the Board. This means using diversity to contribute to the achievement of the Company's strategic objectives and corporate goals.

The Opthea Board aims to attract and maintain a team which has an appropriate and diverse mix of skills, experience and expertise.

To facilitate the implementation of this policy, recruitment and development decisions are based on performance and capabilities.

As articulated in the Opthea Code of Conduct, the Company does not tolerate unlawful discrimination with regard to a person's race, colour, religion, gender, age, national origin, sexual orientation, disability, marital status, or any other status covered by employment laws.

By retaining a diverse and talented team, the Company uses diversity to deliver business results.

### **Measurable Objectives**

The Board must annually establish measurable objectives for achieving diversity in the Company and on the Board.

### **Monitoring and Reporting**

Pursuant to the Board Charter, the Board is (among other things) responsible for:

- formally assessing the appropriate mix of skills, experience, expertise and diversity required on the Board and assessing the extent to which the required skills are represented on the Board;
- overseeing Board succession, including the succession of the Chairman, to maintain an appropriate mix of skills, experience, expertise and diversity on the Board;
- considering and agreeing upon strategies to address diversity on the Board and within the Company; and



- annually assessing progress against measurable objectives in relation to diversity within the Company.
- The Remuneration Committee will, at least annually, report on the relative proportion of women and men in the workforce at all levels of the Company.
- The Board will ensure that appropriate disclosures are made in the Annual Report regarding diversity.

### **Review**

The Board shall review and reassess this policy at least annually.