

Diversity Policy

1. Purpose

Visionflex Group Limited (**Visionflex Group**) is committed to an inclusive workplace that embraces and promotes diversity at all levels and intends to attract, retain and motivate employees from the widest possible pool of talent. Visionflex Group values, respects and intends to leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to provide strong service delivery. We also recognise that team members will assume changing domestic responsibilities throughout their careers.

Diversity includes not only gender diversity but also includes matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

This policy has been developed to align with and is underpinned by the Company's values.

Visionflex Group is committed to fostering a workplace culture that is inclusive, respectful and free from discrimination, and recognises that diversity supports improved decision making, innovation and organisational performance.

2. Objectives

The Board will establish and periodically review diversity-related measurable objectives, including gender diversity objectives for Visionflex Group.

Assessment of these objectives and review of progress will be carried out annually by a committee established by the Board, who will report its assessment to the Board and make recommendations as appropriate. At the end of each reporting period Visionflex Group will disclose the measurement objective for achieving gender diversity and its progress towards achieving it.

Visionflex Group will disclose annually the proportion of women at a Board, senior executive and overall workforce levels, in accordance with applicable ASX Corporate Governance recommendations.

Visionflex Group intends to continually work towards the following objectives:

- (a) continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the Australian population;
- (b) continue to incrementally grow the number of women performing senior roles; and
- (c) continue to assist minority groups to access employment opportunities through our business.

3. Principles

This policy provides a framework for new and existing diversity related initiatives and policies within Visionflex Group.

We reward and promote our team based on assessment of individual performance, capability and potential. Our business leaders are committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

Visionflex Group is committed to inclusive recruitment and diversity. Visionflex Group recruits based on merit, skills, experience and cultural contribution, ensuring a diverse candidate pool is considered for the role and ensures that all recruitment, selection, and promotion processes, including at the Board level, consider a diverse range of candidates. When candidates are equally qualified, diversity will be a deciding factor. The Company is committed to promoting and increasing diversity as positions and suitably skilled candidates become available. Visionflex Group, where practicable, will seek to include diverse candidates in shortlists for roles, including senior and Board positions.

Visionflex Group will adopt flexible work practices, where appropriate, to help team members manage changing domestic responsibilities throughout their careers. Employees on extended parental leave will have the opportunity to stay connected by opting to receive all-staff communications and attending work functions and training programs, without any obligation

4. Measures and accountabilities

The CEO will monitor the progress and report to the Board on the effectiveness of diversity related initiatives, including progress against measurable objectives.

The Board will review progress against diversity objectives at least annually.

Gender diversity levels will be disclosed annually to shareholders in the Company's Corporate Governance Statement. The Company Secretary will support the collection and reporting of diversity data.

5. Review

The Diversity Policy will be reviewed regularly and at least every two years and following any material change in regulatory requirements or organisational structure by the Board, and updated as required, having regard to changes in legislation, best practice and the circumstances of the Company. The latest version of this policy can be found on the Company's website or obtained from the Company Secretary.

6. Material Revisions

Version	Approval Date	Effective Date	Details
1.0	29 June 2020	29 June 2020	Diversity Policy approved by the Board.
2.0	25 July 2024	25 July 2024	Diversity Policy amended by the Board.
3.0	5 May 2026	5 May 2026	Diversity Policy amended by the Board.