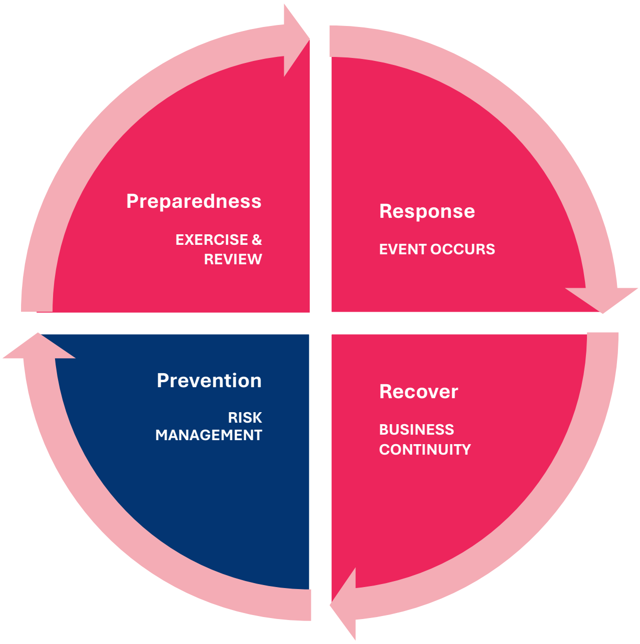
Healius Limited

RISK MANAGEMENT POLICY



Healius Limited
Risk Management Policy

1. Introduction

The Risk Management Policy ("the Policy") applies to all business divisions, employees, contractors, and temporary staff of Healius Limited and its related bodies corporate (together, "the Healius Group"). The Policy outlines the principles and framework for managing risks across the Healius Group. It aims to ensure a consistent and effective approach to risk management in all operations.

2. Objectives

- Ensure a consistent and effective approach to risk management across the Healius Group;
- Formalise the principles of risk management and incorporate these into all areas of operations;
- Foster and encourage a risk-aware culture where risk management is seen as a positive attribute of decision-making;
- Ensure robust corporate governance practices that effectively manage risk while allowing innovation and development; and
- Align with recognised standards and best practices in risk management.

3. Risk Management Framework

The Healius Group utilises a risk management framework that is consistent with ISO 31000: Risk Management. The framework provides a structured approach to identifying, assessing, treating, monitoring, and reviewing risks across the Group.

4. Roles and Responsibilities

The Healius Group recognises that effective risk management necessitates clearly defined roles and responsibilities. The following outlines the accountability structure:

- **Healius Board**: Holds ultimate responsibility for overseeing the Healius Group's risk profile and the effectiveness of its Risk Management Framework.
- **Risk Management Committee**: Supports the Board in its duties by ensuring the proactive management of material risks. These encompass financial, operational, clinical, reputational, regulatory, cybersecurity, and climate-related risks, among others.
- **Management**: Accountable for identifying, assessing, treating, and monitoring risks throughout the Healius Group. This includes the implementation and ongoing effectiveness of the Risk Management Framework, with regular reporting to the Risk Management Committee and the Board.
- **All Employees, Contractors, and Temporary Staff**: Responsible for understanding and adhering to the principles and requirements of this Policy and the Risk Management Framework in their respective roles.

5. Risk Management at Healius

The Healius Group has established comprehensive systems and processes for risk management, which is built upon the following key elements:

- **Clearly Defined Responsibilities**: Roles and responsibilities for risk management are clearly defined throughout the Healius Group.
- **Established Policies and Procedures**: Comprehensive policies and procedures guide operational practices and ensure compliance.
- **Review of Policy Compliance**: A robust internal review process assesses adherence to policies and the effectiveness of risk management systems.
- **Staff Training Programs**: Targeted training equips staff with the necessary knowledge regarding operational practices and compliance requirements.
- **Reporting Framework**: A well-defined framework ensures timely and accurate reporting of financial and operational information for risk assessment and decision-making.
- **Risk-Aware Culture**: The Healius Group fosters an open environment that encourages the sharing of risk management information and promotes continuous improvement.

6. Governance

Title	Summary
Audience	External
Category	Governance
Subcategory	Risk Management
Policy Approver	Healius Board
Approval Date	25/06/2025
Effective Date	01/07/2025
Owner	Group Risk
Review Frequency	Annually
Next Review Date	30 June 2026