



Whistleblower Protection Policy (GPOL-0024)

**Telix Pharmaceuticals Limited
and all Telix Group entities worldwide**

Adopted by the Board

effective on 19 February 2026*

**Australian Eastern Standard Time*

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1. Purpose and Commitment

Telix is committed to the highest standards of integrity, transparency, accountability, and ethical conduct, and to promoting a strong speak up culture where concerns are raised early and addressed fairly. Speaking up is a core principle of our Code of Conduct (GPOL-0013) (Code) and supports our commitment to everyone impacted by our products, business and operations, including our people, partners, investors, patients, communities and environment.

Telix recognizes that speaking up about misconduct, unethical, or unlawful behavior is essential to maintaining a safe, inclusive, and accountable workplace. Trust is maintained in Telix's reputation, products and business when individuals raise concerns and concerns are addressed promptly and fairly. This strengthens psychological safety, drives continuous improvement, and reinforces our commitment to governance, safety, and compliance.

Speaking up enables early detection and resolution of potential misconduct and/or compliance issues, strengthens our Group enterprise risk management framework, and supports continuous learning, self-identified correction and improvement. Subject to confidentiality and legal constraints, whistleblower reports and outcomes are periodically reviewed by senior leadership and the Board to reinforce our controls, culture, compliance and governance.

We are committed to providing a safe space where individuals feel confident and empowered to report actual or potential breaches of our Code, values and applicable laws or regulations (Applicable Laws), without fear of retaliation.

In accordance with Applicable Laws, we commit to protecting those who speak up to raise concerns protected by whistleblower protection laws worldwide as set out in section 5 (Disclosable Matters). We also commit under this Policy to the following key protections for eligible whistleblowers defined in section 4 (Eligible Whistleblowers):

- Reports can be made through multiple internal or external channels, including certain trained senior individuals, officers or managers of the Group or our authorized third party partners defined in section 8 (Eligible Recipients);
- While multiple reporting channels are available, we encourage use of Telix's official external independent reporting channel for maximum consistency, independence, impartiality and protection;
- All reports made on reasonable grounds are taken seriously and reviewed. Investigations are conducted where appropriate;
- Investigations will be handled promptly, impartially, and consistently and in accordance with the timing required by Applicable Laws;
- Confidentiality and privacy will be protected;
- Anonymity will be supported where chosen; and
- Retaliation is strictly prohibited and reasonable safeguards are in place.

This Whistleblower Protection Policy (Policy) seeks to operationalize Telix's speak up culture for Eligible Whistleblowers and our commitment to whistleblower protections in accordance with Applicable Laws in all jurisdictions where we operate, where our people are based or where the reports arise.

This Policy applies globally to the Telix group of companies and its related bodies corporate worldwide (the Group), its directors, officers, executive and senior management, and other employees (Employees) as well as Telix's consultants, contractors, vendors, collaboration partners or advisors supporting Telix on a related subject-matter.

2. Legal Foundations

This Policy is founded on applicable Australian, United States and international corporate and securities laws and other Applicable Laws that provide whistleblower protections. It is informed by, among other laws:

- The Corporations Act 2001 (Cth) and the Taxation Administration Act 1953 (Cth) in Australia;
 - The Sarbanes-Oxley Act of 2002 (SOX) and the Dodd–Frank Wall Street Reform and Consumer Protection Act in the United States;
 - The EU Whistleblower Protection Directive (2019/1937) and national implementing laws in EU member states,
 - The Public Interest Disclosure Act 1988 in the United Kingdom;
 - The Whistleblower Protection Act 2004 in Japan; and
 - Any other similar or subject-matter specific whistleblower protection laws worldwide;
- each as varied, superseded or replaced from time to time.

Telix also considers and applies other applicable whistleblower protection laws worldwide for relevant reports. For example, the Applicable Laws of the location of the whistleblower may also be applied if different from above. Where local law provides additional protections or imposes stricter requirements, Telix will apply those local laws in addition to this Policy to relevant reports.

Nothing in this Policy limits any right or protection available to a whistleblower under Applicable Laws.

Nothing in this Policy or any agreement with the Group restricts Eligible Whistleblower rights to communicate with, or provide information to, government authorities, regulators, law enforcement, courts or other responsible local or national authorities as protected by Applicable Laws, including without notice to Telix. This includes, for example, but is not limited to; the U.S. Securities and Exchange Commission (SEC), the Australian Securities and Investments Commission (ASIC), the Australian Prudential Regulation Authority (APRA) and the Australian Commissioner of Taxation.

3. Guiding Principles

Telix's approach to speak up protection for Eligible Whistleblowers is based on Applicable Laws and the following guiding principles:

- **Prompt reporting:** Concerns or potential concerns on the matters set out in section 5 (Disclosable Matters) should be raised as early as possible through Telix's official reporting channels as set out in section 8 of this Policy. These channels support confidential and anonymous reporting. While multiple reporting channels are available, we encourage use of Telix's official external independent reporting channel for maximum consistency, independence, impartiality and protection.
- **Confidentiality, privacy and anonymity:** Eligible Whistleblowers may report anonymously. Telix will protect Eligible Whistleblower's confidentiality and privacy and for others involved in the report or investigation, in accordance with Applicable Laws, including without limitation, privacy laws and whistleblower protection laws. Choosing to remain anonymous may limit our ability to investigate or act as we are required to ensure fair and balanced process for all concerned, including the right of individuals alleged to have committed wrong-doing to respond to the allegations.
- **Protection for reports made on reasonable grounds:** Concerns should be raised honestly, in good faith and on reasonable grounds. Reports on Disclosable Matters that are made on reasonable grounds are

protected, even if they later prove to be incorrect or unsubstantiated. Deliberately false or malicious reports from Employees may be addressed under the Code of Conduct or BPOL-0008 Disciplinary Policy.

- **Zero tolerance for retaliation:** Telix is committed to ensuring that there is no retaliation or detrimental conduct in accordance with Applicable Laws against individuals that raise a concern or assist in an investigation. Retaliation against Eligible Whistleblowers or individuals involved in an investigation is strictly prohibited. Retaliation by the Group may breach Applicable Laws and is a serious breach of our Code and substantiated retaliation can lead to disciplinary action (up to and including termination) and potential individual and company civil or criminal liability.
- **Reasonable management action permitted:** Reasonable management action and reasonable management directions taken fairly and lawfully to address inappropriate performance or behavior is not retaliation under Applicable Laws.
- **Unrestricted whistleblower legal rights:** Nothing in this Policy or any other agreement with the Group requires permission from an Eligible Whistleblower to lawfully communicate with, provide information to, or assist government authorities, regulators or law enforcement, or to seek confidential legal advice. These whistleblower legal rights cannot be waived by any agreement, policy, or condition of employment.
- **Fair, timely and respectful handling:** Reports by Eligible Whistleblowers on Disclosable Matters will be assessed and, where appropriate, investigated promptly, impartially and with natural justice and procedural fairness, consistent with Applicable Laws, this Policy and other applicable Telix policies and procedures. Telix will also respond and action in a reasonable timeframe and in accordance with any required timelines set out in Applicable Law.
- **Support and guidance:** If individuals are unsure whether or how to raise a concern, guidance is available through the Eligible Recipients listed in Section 8. Where appropriate, a Whistleblower Support Officer may be appointed to assist an Eligible Whistleblower due to the circumstances of the report.

4. Eligible Whistleblowers

This Policy applies to Disclosable Matters relating to the Group, regardless of where the conduct occurs or where the person reporting is located.

The following individuals are considered Eligible Whistleblowers under this Policy:

- Current and former employees (permanent, part-time, fixed-term, temporary), officers, and directors;
- Current and former job applicants and candidates;
- Contractors, consultants, secondees, interns, volunteers, and contingent workers;
- Vendors, suppliers and their workers (paid or unpaid), business partners, service providers, and advisers;
- Related parties, joint venture partners or other collaboration partner associates of Telix;
- Relatives, dependents, or spouses (or a spouse's dependents) of any of the above; and
- Any other category entitled to whistleblower protections under Applicable Laws.

5. Disclosable Matters

A disclosable matter is information that an Eligible Whistleblower has reasonable grounds to suspect indicates an actual or potential misconduct, breach of policy or Applicable Laws, or any other improper circumstances in relation to the Group (Disclosable Matter). While not all matters are considered Disclosable Matters or are eligible for

whistleblower protection under Applicable Laws, reports can be made on reasonable grounds even when there is uncertainty on whether the matter qualifies.

Without limitation, Disclosable Matters relating to the Group include actual or suspected:

- Breaches of the Code or Telix policies or values (including serious or systemic breaches);
- Breaches of Applicable Laws, including corporate and securities laws, anti-bribery and anti-corruption laws, fair competition and anti-trust laws, trade sanctions, embargoes, customs and export controls laws, data privacy, AI and cybersecurity laws, workplace health and safety laws, criminal laws, pharmacovigilance and patient safety laws, environmental protection and climate change laws, modern slavery, child labor and human rights laws, product quality laws, radiation safety, product liability laws, healthcare and life sciences laws, clinical research and trials conduct laws, public procurement laws, discrimination, bullying and harassment laws and financial recordkeeping, public company disclosure and financial reporting obligations;
- Fraud, theft, bribery, corruption, facilitation payments, misappropriation of assets, material conflicts of interest, deception or dishonesty, inappropriate or unlawful inducements to prescribe or conflicts of interest;
- Misappropriation or unauthorized use of intellectual property, assets, property, data or information or non-disclosure of material cyber security breach or information security breaches;
- Financial fraud or mismanagement, conduct likely to damage the Group's financial position, including SOX, money laundering, tax evasion, public company financial standards compliance, questionable accounting, auditing or internal control practices or significant control weaknesses contrary to public listed company requirements; and other failure to comply with listing or disclosure laws, regulations or standards;
- Conduct that poses a risk to Employee or public safety, patient safety, product safety or the environment, including substantial and imminent danger to people, property or the environment;
- Conduct likely, if disclosed, to cause material damage to Telix's brand, reputation or relationships with others (for example, investors, customers, business partners, Governments and regulators);
- Retaliation, threats of retaliation or attempts to victimize an individual for speaking up or assisting an investigation relating to a Disclosable Matter or under Applicable Laws; or
- Deliberate concealment of any Disclosable Matter.

A report made on reasonable grounds qualifies for protection even if, after investigation, the concerns are not substantiated.

6. Personal Work-Related Grievances and Mixed Reports

Personal work-related grievances are generally not Disclosable Matters and are ordinarily handled under Telix's Complaints and Grievance Policy (BPOL-0007) and Investigation Procedures (PRO-0220) and Disciplinary Procedures (BPOL-0008). Examples of personal work-related grievances include interpersonal conflicts, disagreements between Employees, decisions about transfers or promotions, terms and conditions of employment, performance management including ratings, bonus, incentive or salary increases or decisions about disciplinary action, suspension or termination.

However, a personal work-related grievance may still be protected under this Policy if:

- it is a mixed report that includes a personal work-related grievance and a Disclosable Matter;
- it involves or leads to retaliation or detrimental conduct contrary to this Policy;

- it reveals a breach of Applicable Laws, or represents a danger to the public, patient safety or the environment; or
- it otherwise qualifies for whistleblower protection under Applicable Laws.

Where a report contains both Disclosable Matters and personal work-related issues, Telix will triage each aspect into the appropriate process while maintaining confidentiality and protections and ensuring appropriate risk treatment for all mixed report elements.

7. Making Reports

To enable Telix to investigate promptly and fairly, reports should include all relevant information relating to the potential misconduct or breach available to the Eligible Whistleblower including:

- full details of potential misconduct or breach, including the rationale and belief on why it is a concern;
- any related documents, evidence or communications which supports the report or where this information is located;
- when, where and who was involved;
- whether a concern has already been raised to Telix manager, director or officer and what the response was to the concern;
- any other information that would help investigate the report; and
- if there is a concern about possible retaliation (against reporter or others) for highlighting a concern.

8. Reporting Channels and Eligible Recipients

Telix strongly prefers and encourages that reports from Eligible Whistleblowers be made through Telix's external, independent reporting channel, Mitrastech, which can be accessed at [Telix Hotline](#) (online or via international accessible phone numbers) to ensure prompt, secure handling and to facilitate whistleblower protection under Applicable Laws. When reports are received via other means, Eligible Whistleblowers may be requested to also submit a report through the [Telix Hotline](#), or if that is unreasonable or impracticable, the Eligible Recipient will be responsible for notifying the external reporting channel before taking any further steps.

[Telix Hotline](#) is available 24/7, 365 days per year globally and supports anonymous reporting.

Reports may also be made to the following trained, qualified and senior officers or managers within the Group (Eligible Recipients) or online channel:

- Your Voice (via Telix's HR Information System) (online);
- any Telix senior manager within the Legal team, including the Group General Counsel, the Group Deputy General Counsel, the Global Compliance Officer or Group Company Secretary;
- any Telix senior manager within the People & Culture team, including the SVP Global People & Culture;
- the Group Chief Financial Officer or Telix's external auditor lead partner or audit team; and
- any Telix Board Director or officer of Telix Pharmaceuticals Limited.

Reports may also be made in writing (including email to notices@telixpharma.com), by phone or in person, or by post c/o - Telix Pharmaceuticals Limited, 55 Flemington Road, North Melbourne, Victoria 3051, Australia, marked for the attention of the Group General Counsel.

Eligible Whistleblowers may also report directly to regulators or law enforcement in accordance with Applicable Laws.

Managers and other internal systems are not Eligible Recipients unless listed above. Using the official reporting channels supports secure, consistent handling and legal protections for Eligible Whistleblowers.

9. Anonymity and Confidentiality

Reports may be made anonymously through the authorized and identified internal and external partner reporting channels set out in Section 8 of this Policy. Telix will respect anonymity and protect identity in accordance with Applicable Laws, including redacting names, titles and appropriate access controls to information and reporting, reminders of confidentiality etc.

Please note that choosing to remain anonymous may limit Telix's ability to investigate or act. Anonymous reporters are encouraged to maintain a two-way communication channel (e.g., via Your Voice or Mitratesh) so Telix can ask follow-up questions and provide updates. Reporters can refuse to answer questions that they feel could reveal their identity at any time, including during follow-up conversations.

The Eligible Whistleblowers identity, or information likely to lead to identification, will only be disclosed:

- with consent;
- where required or permitted by Applicable Laws (e.g., to regulators or law enforcement, or legal advisers); or
- where reasonably necessary to investigate, and reasonable steps are taken to reduce the risk of identification.

Any concern about a breach of confidentiality should be immediately reported through one of the preferred official reporting channels or an Eligible Recipient as set out in section 8 of this Policy.

10. Handling, Assessment, Review and Investigation

All reports are taken seriously and reviews or investigations related to this Policy are conducted by the Telix Legal team and Telix People & Culture team in accordance with Applicable Laws, under the direction and responsibility of the Group General Counsel and under the oversight of the Board. If the Group General Counsel has an actual or potential conflict of interest relating to the report, then the Chair of the Board or Chair of the People Committee, or the Chair of the Audit and Risk Committee as applicable to subject-matter of the complaint, will review management's recommendation and decide how to conduct the investigation including whether to appoint external counsel to manage the process in accordance with this Policy.

As soon as possible after receipt, the nominated member of the Telix Legal team, legally qualified member of the Telix People & Culture team, or nominated external lawyer will promptly consider the appropriateness and context to determine the investigation framework and treatment of the Disclosure Matter and relating investigation. All investigations will take into account Applicable Laws, this Policy and the Telix Investigation Procedure (PRO-0220) and while individual circumstances may vary, consistent with the following indicative process principles:

- conduct an initial legal applicability assessment in Australia and the United States due to Telix's dual listed company status to confirm corporate and securities law requirements;
- conduct a local law assessment in the reporter's location to determine if any other local requirements apply (including without limitation mandatory timeframes to respond, local language communication or reporting channels, support persons or other confidentiality or privacy protections);
- determine if the subject-matter mandates notification to any responsible regulators in any applicable jurisdiction;

- communicate to the Eligible Whistleblower promptly on receipt to establish the necessary communication and privacy requirements and thereafter until investigation is closed or outcome is known;
- assess and mitigate any conflict of interests;
- ensure procedural fairness and natural justice for all involved in the investigation in accordance with Applicable Laws, including where appropriate and legally permissible, to ensure individuals named or implicated will be afforded an opportunity to respond;
- ensure appropriate legal privilege protections are in place;
- inform the Chair of the Board in writing promptly following receipt and update the Board of key developments, outcomes or closure on at least a quarterly basis, up until investigation is closed or outcome is known; and
- document the review, findings, outcomes and report findings and recommendations (including remediation or macro trends) respecting confidentiality and legal constraints to responsible executive management and to the Board.

Possible outcomes include, but are not limited to, the following:

- report does not meet threshold warranting further review or investigation;
- internal investigation or review;
- formal investigation by an appropriately qualified internal or external investigator;
- non-investigative resolution or other corrective measures;
- disciplinary action, up to and including termination, for Employees where wrong-doing is substantiated; and
- referral of any personal work-related grievance elements to Telix People & Culture team or other responsible functions.

11. Protection from Retaliation

Telix has zero tolerance for retaliation. It is a breach of this Policy and may be unlawful to engage in or threaten any retaliation or detrimental conduct against a person (or someone else) because they made, may have made, propose to make, or could make a report, or because they assisted with an investigation.

Detrimental conduct includes, dismissal, demotion, suspension, denial of benefits or promotion, adverse work changes, harassment, exclusion, intimidation, discrimination, bias, derogatory treatment, reputational harm, psychological, psychosocial or physical harm, property or financial damage, or threats of any of these. Reasonable management action consistent with performance or conduct processes is not retaliation or detrimental conduct.

Protective proactive steps taken by the Group may include confidentiality safeguards, risk assessments and mitigation measures, adjustments to duties or reporting lines, potential temporary leave of absence or flexible work arrangements while investigation is ongoing, monitoring and managing behavior of other employees, moving into another work group where permitted by Applicable Laws, reminders of obligations, training for relevant personnel, appointment of a Whistleblower Support Officer, and provide access to support services (including employee assistance programs (EAP)).

Engaging in retaliatory conduct by Employees, directors or officers of the Group may lead to disciplinary action (up to and including termination) and potential civil or criminal liability for both the Group and the individual.

If individuals experience or observe retaliation, report it immediately via the official reporting channels or to an Eligible Recipient.

12. Available Support

Telix will provide appropriate support to individuals who speak up, including access to the EAP at no cost to employees and their immediate family members.

A Whistleblower Support Officer may be appointed to support the reporter and liaise with investigators as appropriate. Additional support services may be made available as required and consistent with Applicable Laws.

13. Fair Treatment of Persons Named in a Report

In addition to whistleblower protections for the Eligible Whistleblower, Telix will also ensure fair treatment of any person named in or subject to a report in accordance with Applicable Laws, including confidentiality and privacy protections, and where appropriate and legally permissible, an opportunity to respond to allegations before findings are finalized.

14. Deliberately False or Malicious Reports

Reports should be made honestly and on reasonable grounds at the time of report and there will be no penalty for reports made on reasonable grounds that are later unsubstantiated.

Reports may damage the career prospects or reputation of those who are the subject of serious allegations. This is why deliberately false, misleading or malicious reports may constitute misconduct and be addressed under the Code and applicable policies.

Speaking up does not shield anyone from the consequences of their own misconduct revealed by a report. However, admissions may be considered a mitigating factor when determining outcomes relating to that individual.

15. Whistleblower Legal Protections

Depending on the jurisdiction, legal protections for Eligible Whistleblowers may include confidentiality of the reporter's identity, protection from retaliation, immunity in certain circumstances from civil, criminal or administrative liability for making a protected disclosure, and remedies in the case of retaliation or detrimental conduct such as compensation, reinstatement, injunctions and other remedies available at law.

These protections may apply even where a report is made anonymously or proves to be incorrect, provided it was made on reasonable grounds.

Many countries also apply protections to public interest, emergency, freedom of the press, freedom of speech, legal advice or representation rights in limited circumstances (see Attachment 1 for more detail on Australian law requirements and Australian law protections). Eligible Whistleblowers should seek independent legal advice before making these types of disclosures.

16. Awareness, Training and Oversight

The highest standards of corporate conduct are critical to the reputation of Telix. The Group General Counsel is responsible to ensure appropriate training and processes are in place across the Group to promote awareness and compliance with this Policy. A copy of this Policy will be available on Telix's external website and intranet and is available in key Employee operating languages. It will be distributed to all Telix Employees as part of employment induction and at regular intervals thereafter. Periodic training will be provided to all Employees, with tailored training for Eligible Recipients, managers, and investigators.

The Board (or relevant committee) will receive periodic summaries of reports and outcomes, with ad hoc escalation from the Group General Counsel to the Chair of the Board of significant matters as appropriate. Records will be handled and stored confidentially and securely in accordance with Applicable Laws, including providing de-identified summaries where required or appropriate.

17. Review

This Policy will be reviewed at least annually and may be amended more frequently to reflect changes in Applicable Laws or Telix's operations. This Policy is non-contractual and does not form part of any employment or services agreement.

18. Recent Change Summary

Effective Date	Summary of Change	Author	Approval
1 January 2020 (Reviewed and re-adopted by the Board on 12 May 2021 and 18 May 2022)	New Policy	Company Secretary	Approved by the Board
24 May 2023	Minor updates and changes for best practices, applicable laws and Telix operations	Group Company Secretary	Approved by the Board
13 November 2024	Updated for SEC and NASDAQ listing	Group Company Secretary/ Group General Counsel	Approved by the Board
19 February 2026	Updated for changes in law, best practices and Telix operational growth and expansion. Integration and alignment with the related People & Culture Complaint, Grievance and Investigation Procedures	Group General Counsel	Approved by the Board

1. Additional Legislative Protections

Under Australian law, including the Corporations Act 2001 (Cth) (the **Act**) and the Taxation Administration Act 1953 (Cth), legislative protections for Disclosures are available to certain persons including current and former employees, volunteers, officers, contractors, suppliers, employees of suppliers, associates, as well as these people's relatives and dependents (**Eligible Whistleblowers**) who make a protected disclosure to certain people.

Individuals are encouraged to make a report under this Policy. However, the law offers protections in other cases (for example, Disclosable Matters can be reported to certain people other than Eligible Recipients). If a protected disclosure is made under Australian law, even if it does not comply with this Policy, protection will still apply under the Australian law. A disclosure can qualify for protection under the Act even if it is made anonymously or turns out to be incorrect.

Please contact the Group General Counsel for more information about Australian legal protections directly or at notices@telixpharma.com, marked for the attention of the Group General Counsel.

2. Protected Disclosures

To be a protected disclosure qualifying for protection under the Act, the report must relate to a Disclosable Matter and be made to an Eligible Recipient under the Act. A matter that is disclosed under the Policy, but which does not meet these criteria will not qualify for protection under the Act. Examples of this information and recipients are outlined in the following table.

Information Reported or Disclosed	Recipient of Disclosed Information
General Disclosable Matters - Information about actual or suspected misconduct, breach or any improper circumstances in relation to the Group - Information that the Group, or any officer or employee of Telix, has engaged in conduct that: - contravenes or constitutes an offence against applicable laws (e.g., the Act); or - represents a danger to the public or the financial system; or - constitutes an offence against any law of the Commonwealth that is punishable by imprisonment for a period of 12 months or more. - Note that personal work-related grievances are not Protected Disclosures under the law, except as noted in section 3 below.	Recipients for any General Disclosable Matters - A person authorized by Telix to receive Protected Disclosures – i.e., Eligible Recipients under this Policy (see section 8) - An officer or senior manager of the Group - An auditor, or a member of an audit team conducting an audit, of the Group - An actuary of the Group - ASIC, APRA, or another Commonwealth body prescribed by regulation - A legal practitioner for the purposes of obtaining legal advice or legal representation (even if the legal practitioner concludes the disclosure does not relate to a Disclosable Matter) - Journalists or parliamentarians, under certain circumstances allowing emergency and public interest disclosures. It is important to understand the criteria for making a public interest or emergency disclosure before doing so. See further information on emergency and public interest disclosures in section 4 below. Please contact the Group

	General Counsel for more information about emergency and public interest disclosures
Tax-Related Disclosable Matters Information about misconduct, or any improper circumstances, in relation to the tax affairs of Telix or an associate, which the person considers may assist the recipient to perform functions or duties in relation to the tax affairs of Telix or an associate	Recipients for any Tax-Related Disclosable Matters • A person authorized by Telix to receive reports of tax-related Disclosable Matters • An auditor, or a member of an audit team conducting an audit, of Telix • A registered tax agent or BAS agent who provides tax services or BAS services to Telix • A director, secretary, or senior manager of Telix • An employee or officer of Telix who has functions or duties that relate to the tax affairs of Telix • Inspector-General of Taxation • A legal practitioner for the purpose of obtaining legal advice or legal representation • A medical practitioner or psychologist to obtain medical or psychiatric care, treatment or counselling
Further Tax-Related Information Information that may assist the Commissioner of Taxation or Tax Practitioners Board to perform their functions or duties under a taxation law in relation to Telix or an associate	Recipients for any Further Tax-Related Information • Commissioner of Taxation • Tax Practitioners Board • A legal practitioner for the purpose of obtaining legal advice or legal representation • A medical practitioner or psychologist to obtain medical or psychiatric care, treatment or counselling

3. Personal Work-Related Grievances

Legal protection for disclosures about solely personal employment related matters are only available under the law in limited circumstances. A disclosure of a personal work-related grievance will remain protected if, in summary:

- it concerns detrimental conduct to reporter or another individual because they have or may be considering reporting a Disclosable Matter or are involved in investigation relating to a Disclosure Matter; or
- it is made to a legal practitioner for the purposes of obtaining legal advice or legal representation in relation to the operation of the law about whistleblowers.

Under the law, a grievance is not a 'personal work-related grievance' if it:

- has significant implications for an entity regulated under the law that do not relate to the discloser;
- concerns conduct, or alleged conduct, in contravention of specified corporate and financial services laws, or that constitutes an offence punishable by 12 months or more imprisonment under any other Australian Commonwealth laws; or

- concerns conduct or alleged conduct that represents a danger to the public or financial system; or
- concerns conduct or alleged conduct prescribed by the regulations.

4. Specific Protections and Remedies

Under Australian law, protections may apply to:

- disclosures to a legal practitioner for the purpose of obtaining legal advice or legal representation about whistleblower protections; and
- public interest and emergency disclosures to a parliamentarian or professional journalist in limited circumstances.

These pathways have strict conditions:

- **Public interest disclosure:** Reporter must first make a qualifying disclosure to a prescribed regulator (for example, ASIC or APRA), wait at least 90 days, and have reasonable grounds to believe no action is being taken. Reporter must have reasonable grounds to believe that making a further disclosure of the information would be in the public interest. Reporter must notify the regulator of its intention to make a public interest disclosure. Any subsequent disclosure must be only to the extent necessary to inform the recipient of the misconduct, breach or improper circumstances.
- **Emergency disclosure:** Reporter must first make a qualifying disclosure to a prescribed regulator and have reasonable grounds to believe the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the environment. Reporter must notify the regulator of the intention to make an emergency disclosure. Any subsequent disclosure must be limited to what is necessary to describe the substantial and imminent danger.

These Australian law pathways are complex and time sensitive. Reporters should seek independent legal advice before making a public interest or emergency disclosure. Similar protections may not exist outside Australia; local laws in the reporter's location will apply.

Additional legislative protections may also be available where there is detrimental conduct, including but not limited to:

- compensation for loss, damage or injury suffered because of detrimental conduct;
- an injunction to prevent, stop or remedy the effects of the detrimental conduct;
- an order requiring an apology for engaging in the detrimental conduct;
- if the detrimental conduct wholly or partly resulted in the termination of an employee's employment, reinstatement of their position;
- exemplary damages; and
- any other order the court thinks appropriate.

The reporter is also protected from the following in relation to a Protected Disclosure:

- civil liability (e.g., any legal action against reporter for breach of an employment contract, duty of confidentiality or another contractual obligation);
- criminal liability (e.g., attempted prosecution of reporter for unlawfully releasing information, or other use of the disclosure against the reporter in a prosecution (other than for making a deliberately false disclosure)); and
- administrative liability (e.g., disciplinary action for making the disclosure).

However, the reporter will not have immunity for any misconduct that is revealed in a disclosure.