Belonging Policy

Telix Pharmaceuticals Limited
ACN 616 620 369

Adopted by the Board
effective on 8 October 2026*

* Australian Eastern Time

1. Purpose

The workforce of Telix Pharmaceuticals Limited (**Telix**) and its subsidiaries (collectively, the **Group**) is made up of many individuals with unique skills, values, backgrounds and experiences. The Belonging policy sets out the Group's commitment to cultivating a workplace where Employees feel safe to express their identities and ideas, where relationships are based on mutual respect, and where differences are celebrated and valued.

The Group is committed to providing an environment in which employees have equal access to opportunities available at work, do not have their employment experience and opportunities impacted by irrelevant and/or protected attributes, and genuinely feel a sense of belonging across integrated workplace activities.

The main objectives of this Policy are to ensure the Group:

- leverages the unique skills, values, backgrounds, and experiences within the workforce, which will assist with the delivery of the Group's vision and business objectives
- develops an inclusive work environment, so each employee can show their full potential, regardless of their background, gender, age, work status, marital status, religious/cultural identity or other protected status, as defined by law
- demonstrates best practice

2. Policy scope and application

This Policy applies to all Directors, officers, senior management and other employees, consultants and contractors of the Group (collectively, Employees). The philosophy and principles outlined in this Policy apply across all entities of the Telix Group.

At every level, Employees have accountability for ensuring the successful promotion of all aspects of the Belonging policy and appropriate behaviour in the workplace.

Belonging principles apply to all people practices, including but not limited to, recruitment, retention, performance management, promotions, talent identification and succession planning, training and development, terminations, and goal setting. Managers have a responsibility as leaders to make decisions based on merit, and to model appropriate behaviour to ensure a strong culture that celebrates our differences and creates a sense of belonging across the Group.

3. Measurable objectives

The company will:

- articulate its aspirations for cultivating an inclusive workforce, which promotes equal opportunities for all and merit-based decision making
- adhere to the spirit of the ASX Corporate Governance Council Principles and Recommendations, while complying with all other local laws in the jurisdictions that it operates in
- consider and, if relevant, implement policies and programs that address impediments to equal opportunities in the workplace and review these policies to ensure that they support Telix's inclusive and merit-based decision-making approach
- annually review, assess and report the Group's progress towards its aspiration of cultivating an inclusive workforce which promotes equal opportunities for all

These objectives and the performance of Telix against these objectives will be reviewed annually by the People Committee, as part of its annual review of the effectiveness of this Policy.

4. Recruitment, selection and succession planning

4.1. Succession planning

The Board, in conjunction with the Nominations Committee, is responsible for the development and succession planning process for the CEO. The Board, in conjunction with the People Committee, is responsible for the development and succession planning process for the Group Executive Team.

4.2. Recruitment generally

The Group is committed to ensuring equal employment opportunity for all employees and senior management. Employment shall be based on merit, ability, performance and potential.

Senior management will ensure that recruitment and selection processes at all levels are appropriately structured so that a diverse range of candidates are considered and that unconscious bias does not inadvertently discriminate against certain candidates.

5. Review of Policy and reporting

The Committee is responsible for oversight of this Policy. In executing this role, on an annual basis the Committee will, with the appropriate support and input from management:

- review the effectiveness of this Policy, including having considered the diversity requirements in all jurisdictions in which Telix operates

- report to the Board on the outcomes of its review, including any recommendations for changes to strategies or implementation

- as part of its annual reporting, provide information in Telix's Corporate Governance statement regarding key features of this Policy and a summary of Telix's progress towards achieving its aspirations for cultivating an inclusive workforce, which promotes equal opportunities for all and merit-based decision making