



DIVERSITY POLICY

Neolixir Ltd
ACN 654 969 310

Date Adopted: 18th December 2024

1. Preamble

1.1 The Board of Directors (**Board**) of Neolixir Ltd (ACN **654 969 310**) (“Lixa” or “Company”) believes that the promotion of diversity in board positions, in senior management and within the Company’s organisation generally:

- (a) broadens the pool for recruitment of high quality directors and employees;
- (b) is likely to support employee retention;
- (c) through the inclusion of different perspectives, is likely to lead to better insights, decision making, and outcomes for the Company; and
- (d) is socially and economically responsible governance practice.

1.2 The Company seeks best practice compliance with the Corporate Governance Council’s Principles & Recommendations on Diversity.

1.3 The Board:

- (a) is responsible for adopting and monitoring the Company’s diversity policy (**Policy**); and
- (b) recognises that diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age.

2. Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company. The main objectives of this Policy are to ensure that the Company:

- (a) leverages its employees’ unique skills, values, backgrounds and experiences to pursue its objectives; and

(b) develops an inclusive work environment so that each employee can show their full potential, regardless of their background, gender, age, work status, marital status, religious identity or cultural identity.

3. Selection and appointment of directors and employees

3.1 The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

3.2 The Company employs new employees and promotes current employees on the bases of performance, ability and attitude.

4. Measureable objectives

The Board will:

- (a) review its diversity strategies from time to time, including annual diversity plans;
- (b) consider best practice and contemporary topics in diversity;
- (c) oversee the implementation of the diversity strategy across the Company;
- (d) discuss with management any emerging diversity-related organisational issues;
- (e) consider reports provided by management as to the progress of the implementation of the diversity strategy, including against key measurable objectives; and
- (f) alert management to issues that would enhance the implementation of the diversity strategy.