

**EBR SYSTEMS, INC.**  
**DIVERSITY & INCLUSION POLICY**

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**1 Introduction**

This document sets out the policy of EBR Systems, Inc. (**EBR**) in relation to diversity and inclusion.

**2 Scope**

This policy applies to all directors, officers, employees, contractors and consultants of EBR and its subsidiaries, and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

**3 Objectives**

EBR and its subsidiaries are striving to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and the achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) employment and career development opportunities for under-represented groups, including participation in senior management and at Board level; and
- (d) awareness in all staff of their rights and responsibilities in relation to fairness, equity and respect for all aspects of diversity.

**4 Benefits**

EBR believes that diversity contributes to the achievement of its corporate objectives. EBR recognises the benefits arising from diversity at all levels of its business, which include:

- (a) being able to attract people with the best skills and attributes;
- (b) more lateral problem solving ability and greater opportunities for innovation;
- (c) improving employee retention rates; and
- (d) accessing different perspectives and ideas.

The focus on diversity at all levels of the business is intended to reinforce the importance of equality in the workplace, working to ensure that all employees are treated with fairness and respect, and have equal access to opportunities available at work without being subjected to conscious or unconscious biases.

**5 Employment considerations**

In all employment situations, merit should be the determining factor. Employees and applicants for employment should be assessed on their merits, without regard to race, age, sex, marital status or any other protected characteristic. Employees should be evaluated for employment and advancement opportunities based on achievement, experience, qualifications and other job-related, non-discriminatory business criteria.

EBR has a goal that recruiting for all staff positions, including senior management, will be from a diverse pool of candidates. External consultants may be used where appropriate to help ensure a broad, qualified and diverse set of candidates is identified for open positions.

## **6 Measurable Objectives**

As a relatively small company (amongst those listed on the ASX), EBR may face particular issues in ensuring that all of the ASX Corporate Governance Council's recommendations and guidance in its *Corporate Governance Principles and Recommendations* publication are satisfied. EBR's operations are currently at the development and initial commercialisation stage and it has only a small number of employees. When appropriate having regard to its scale and resources, EBR intends to:

- (a) establish appropriate, measurable and lawful objectives for achieving gender diversity; and
- (b) annually review and assess both the measurable objectives for achieving gender diversity and EBR's progress in achieving them.

## **7 Further information**

Any person who has questions about this policy or who requires further information should contact the Chief Executive Officer.

## **8 Review of this policy**

This policy will be reviewed annually by the Board of Directors to ensure it is operating effectively.

Approved by the Board of Directors of EBR Systems, Inc. on 15 October 2021.