



VISTA
GROUP

Vista Group International Limited Diversity and Inclusion Policy

1. Commitment to Diversity and Inclusion

1.1 Vista Group International Limited (Vista) is committed to achieving diversity in the skills, attributes and experience of its Board members, management and staff across a broad range of criteria (including gender, race/ethnicity, age, culture, education, background, sexual orientation, gender identity, family status and life experience) so as to represent the diversity of shareholders, business types and regions in which the Company operates.

1.2 We see real value in individuals' differences and commit to treating people in the workplace with respect and in accordance with Vista's philosophies of equal employment opportunities, merit-based selection and promotion, and with no tolerance of harassment or discrimination.

2. Promoting Diversity at Vista

2.1 In order to achieve the above commitments ("Commitments"), each year Vista's Board will:

- (a) set measurable objectives toward achieving diversity, including specifically and separately (but without limitation) gender diversity, and meeting the Commitments at Vista ("Objectives"). These Objectives might (but do not have to) include:
 - (i) establishing a diversity working group or committee to monitor diversity and report to the Board;
 - (ii) providing training on the benefits of diversity, and avoiding harassment and discrimination; and
 - (iii) promoting diversity via merit-based recruitment and promotion procedures;
- (b) review diversity metrics in order to identify areas where diversity may be improved;
- (c) consider, and where considered appropriate establish, programmes that encourage diversity; and
- (d) annually review Vista's performance against the previous year's Objectives and this diversity policy, including an assessment of the gender diversity measurable objectives and the progress toward achieving them, and prepare a written statement evaluating such performance.

3. Communicating and Reporting on Diversity

3.1 In accordance with NZX Listing Rule 10.4.5(j) and (k), and ASX Corporate Governance Principles, Vista will, in each annual report:

- (a) disclose the measurable objectives for achieving gender diversity set by the Board in accordance with this Policy and progress towards achieving them; and
- (b) provide a quantitative breakdown of the respective proportions of men and women employees in the whole organisation, in senior executive positions, and on the Board (including how Vista

has defined “senior executive” for these purposes), and including comparative figures for prior balance dates falling after NZX Listing Rule 10.4.5 (j) and (k) came into effect; and

(c) include a copy of the statement from the Board providing its evaluation of Vista’s performance with respect to this diversity policy that is prepared in accordance with 2.1(d) above.

3.2 Vista will also publish a copy of this policy on its website.

4. Responsibility

4.1 The Board as a whole is responsible for overseeing and implementing this policy. The Board may delegate any aspects of the implementation of this policy to its committees or to Vista's management as it considers appropriate.

5. Review and Amendment

5.1 The relevance and effectiveness of policy will be reviewed by the Board at least once per year, and updates or amends to this policy may be made by the Board at any time.