



## U.S. WHISTLEBLOWER AND COMPLIANCE HOTLINE POLICY

### SCOPE:

This Whistleblower and Compliance Hotline Policy (“Whistleblower Policy”) applies to all AVITA Medical, Inc. (“AVITA Medical” or the “Company”) employees, including part time, temporary and contract employees.

A “Whistleblower” as used herein is a Company employee who reports a Serious Concern (defined below). Whistleblowers may report Serious Concerns by calling the Whistleblower and Compliance Hotline (“Hotline”) or by directly contacting AVITA Medical’s General Counsel or Head of Compliance using the contact info provided herein.

Certain Serious Concerns may also be subject to Australia’s whistleblower laws. AVITA Medical’s Legal Department will review each Serious Concern to determine whether the Australia Whistleblower Policy should also be followed. In such instances, it may be determined that Serious Concerns may have a greater connection to Australia, even if they are made by US-based employees and hence, the Company will be required to follow Australia Whistleblower Policy as well as the U.S. Whistleblower Policy. The Australia-Specific Whistleblower Policy is located on the AVITA Medical website in the Corporate Governance section.

### PURPOSE:

The Whistleblower Policy is intended to (i) assure all Whistleblowers are protected from retaliation, reprisal or victimization for reporting a Serious Concern in good faith; and (ii) describe the process by which the Company investigates a Serious Concern.

### POLICY:

The Whistleblower Policy covers Whistleblowers who report Serious Concerns in good faith. Serious Concerns are those that could have a material impact on AVITA Medical, including but not limited to such actions as follows:

- May lead to incorrect financial reporting;
- Are unlawful;
- Violate Company policy, including the Code of Ethics and Business Conduct; or
- Otherwise amount to serious, improper conduct.

### REPORTING AND SAFEGUARDS:

#### Reporting and Anonymity

There are four ways to report a Serious Concern. Whistleblowers can:



**Call the Hotline at +1 (844) 420-0044.**

- The Hotline is administered by a third party and is available 24 hours a day, 7 days a week.
- Calls to the Hotline are anonymous.

**Report a Serious Concern online at [www.lighthouse-services.com/avitamedical](http://www.lighthouse-services.com/avitamedical).**

- Reports made on this website are anonymous.

**Email a Serious Concern to [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com).** (must include Company name with report).

- The Whistleblower's email address will be revealed to the third party who manages the Hotline if a report is submitted by email, but such information is not shared with the Company unless the Whistleblower explicitly requests for it to be shared. If there is identifying information in the body of the email, the Whistleblower will be notified by the third party about whether they wish to have such information removed before the report is provided to the Company.

**Contact AVITA Medical directly at [compliance@avitamedical.com](mailto:compliance@avitamedical.com),** or by using the contact the information below:

Nicole Kelsey  
Chief Legal and Compliance Officer  
+1 (415) 917-6005  
[nkelsey@avitamedical.com](mailto:nkelsey@avitamedical.com)

Rafik Mattar  
Vice President, Corporate Compliance  
+1 (661) 625-3102  
[rmattar@avitamedical.com](mailto:rmattar@avitamedical.com)

- *Please Note:* emails sent directly to [compliance@avitamedical.com](mailto:compliance@avitamedical.com) or a person named above will show the Whistleblower's email address, and hence cannot be anonymous.

**Other Reports**

Work-related concerns that do not qualify as Serious Concerns should be reported to the employee's supervisor or to the Vice President of Human Resources or to the General Counsel as a potential general legal matter.

**Timing**

Serious Concerns should be promptly reported. When a Serious Concern is promptly reported, the Company is better able to investigate the Serious Concern, and also, when possible, to protect the Whistleblower from potential retaliation.



## **Evidence**

Whistleblowers are not expected to prove the truth of an allegation. However, it is in the best interests of both the Whistleblower and AVITA Medical that the Whistleblower be prepared to discuss supporting evidence for the Serious Concern.

## **No Retaliation, Harassment or Victimization**

AVITA Medical will not tolerate any manager or employee who retaliates, harasses, or victimizes any individual who reports a Serious Concern in good faith. Any employee who believes that they are being retaliated against for making such a report should immediately bring it to the attention of the General Counsel or the Head of Compliance.

## **INVESTIGATION AND FOLLOW-UP:**

### **Receipt of Report and Evaluation**

Serious Concern reports however received will be forwarded to the General Counsel and the Head of Compliance of AVITA Medical, or their designee, for review and possible investigation in accordance with relevant internal policies, including Work Instruction 5.4.1 "Reporting and Handling of Compliance Violations." Should an investigation report issue from a resulting investigation, a copy of the report will be provided to the AVITA Medical Audit Committee and the Board of Directors.

All reported Serious Concerns will be investigated. However, the extent of AVITA Medical's investigation of the Serious Concerns may depend on such factors as:

- The seriousness of the issue raised;
- The credibility of the concern; and
- The likelihood of confirming the allegation from attributable sources.

Initial inquiries will be made to determine whether an investigation is appropriate and the form that it should take. Some concerns may be resolved by agreed upon action without the need for an investigation.

### **Status Updates**

Whistleblowers, including those who report anonymously, may request a status update on a previously submitted Serious Concern by contacting the Hotline. Such information may be obtained by entering a Personal Identification Number (PIN) along with the Case Number in the Hotline at [www.lighthouse-services.com/avitamedical](http://www.lighthouse-services.com/avitamedical). The PIN is a unique number that the reporting individual can obtain at the time the report is made to the Hotline. The Case Number is assigned at the time the report is made to the Hotline.

Those who initially submitted a report by email to [reports@lighthouse-services.com](mailto:reports@lighthouse-services.com) may also request an update by sending a message to the same email address along with the assigned Case Number.

The status update may include:

- Acknowledgement that AVITA Medical received the report; and



- A brief description of AVITA Medical's response to the report, including information pertaining to:
  - the time AVITA Medical will need to evaluate the report and generate a final response;
  - a description of the initial inquiries made; and
  - whether a full investigation will be made into the concern, along with reasoning for the decision.

*Please Note:* In some circumstances, Whistleblowers may not be entitled to a status update on an investigation. Such updates are provided at AVITA Medical's discretion.

#### **Further Contact**

The amount of contact between the Whistleblower and the General Counsel and Head of Compliance concerning the reported matter will depend on the nature of the issue, the clarity of information provided, and whether the employee remains accessible for follow-up. Further information may be sought from the Whistleblower.

*AVITA Medical reserves the right to modify or amend this policy at any time as it may deem necessary.*