28159 Avenue Stanford, Suite 220 Valencia, CA 91355
T 833.462.8482 W avitamedical.com

CHARTER
HUMAN CAPITAL AND COMPENSATION COMMITTEE
BOARD OF DIRECTORS
AVITA MEDICAL, INC.
(Last Updated November 4, 2026)

I. Purpose

The purpose of the Human Capital and Compensation Committee (the "Committee") of the Board of Directors (the "Board") of AVITA Medical, Inc., a Delaware corporation (the "Company"), is to assist the Board in its oversight responsibilities with respect to: (a) compensation of the Company's Section 16 Officers (as defined in Section IV(1) below), members of the Company's executive leadership team (the "ELT"), and the Board's non-employee members (the "NEDs"); (b) the review of, and recommendations to the Board regarding, the Company's equity and benefit plans; (c) the Company's human capital management (including leadership development and workplace culture); (d) the review of the Company's peer group; (e) the engagement by the Committee of an external compensation consultant; and (f) such other duties as may be assigned by the Board, all as more fully set forth under Section IV below.

II. Composition

The Committee shall consist of three (3) or more members of the Board, each of whom shall be appointed by the Board and each of whom is determined by the Board to be:

- "independent" under the rules of the NASDAQ Capital Market ("Nasdaq") and the laws promulgated by the U.S. Securities and Exchange Commission (the "SEC"); and
- for so long as the Company has its securities traded on the Australian Securities Exchange ("ASX"), "independent" and "non-executive directors" in accordance with the criteria set forth in the Corporate Governance Principles and Recommendations of the ASX Corporate Governance Council.

At least two (2) members must qualify as NEDs for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the "Act").[1] A subsequent determination that any member of the Committee does not qualify as an NED will not invalidate any previous actions by the Committee except to the extent required by law or determined appropriate to satisfy regulatory standards.

Each member of the Committee shall be appointed by the Board on the recommendation of the Nominating, Corporate Governance, and Compliance Committee based on their knowledge and experience in compensation matters and shall serve until such member's successor is duly elected and qualified or until such member's earlier resignation or removal. The members of the Committee may be removed, with or without cause, by majority vote of the Board at any time. The Board shall designate one member of the Committee as Chair.

[1] For purposes of this Charter, NED represents both non-employee directors (under applicable U.S. law) and non-executive directors (under applicable Australian law).

III. Meetings

The Committee shall meet in person, telephonically or by videoconference, as frequently as it deems necessary but at least three times per year in order to perform its responsibilities. The Committee may also act by unanimous written consent in lieu of a meeting. Meetings may be called by the Chair of the Committee or a majority of the members of the Committee. The Chair will approve the agendas for Committee meetings. The majority of the members of the Committee present at a meeting, but not less than two (2), constitutes a quorum. A quorum may act on behalf of the Committee. The Committee shall keep records of its meetings as it deems appropriate.

The Committee shall meet in executive session, without members of management present, at each regularly scheduled quarterly meeting or as it otherwise deems appropriate.

All NEDs who are not members of the Committee may attend meetings of the Committee, but may not vote. Additionally, the Committee may invite to its meetings any director, member(s) of the Company's management, and such other persons as it deems appropriate in order to carry out its responsibilities. The Committee may also exclude from its meetings any person it deems appropriate in order to carry out its responsibilities. The Chief Executive Officer ("CEO") may not be present during deliberations or voting on his or her compensation.

IV. Responsibilities and Duties

The Committee shall have the full power and authority to carry out the following responsibilities and perform such other duties as may be assigned to the Committee by the Board. All recommendations of the Committee shall be presented to and approved by the Board.

Compensation for Executive Officers and Directors

1. Review and recommend to the Board for approval (a) the designation of any executive officers as an officer under Section 16 of the Act (the "Section 16 Officer(s)"), (b) any employment arrangement to be made with the Section 16 Officers, and (c) any employment arrangement to be made with any other member of the ELT as proposed by the CEO; in the case of (b) and (c), such arrangements include employment contracts, severance or termination arrangements, change in control agreements, and/or consulting arrangements, and any revisions thereto.

2. Develop and periodically review compensation policies and practices applicable to the Section 16 Officers and the ELT, including (a) the criteria upon which executive compensation is based, (b) the specific relationship of corporate performance to executive compensation and (c) the composition of executive compensation in terms of (i) base salary (including any annual merit increase), (ii) cash bonus, (iii) equity awards, and (iv) any other benefits (including the Company's deferred compensation plan). Determine if such executive compensation policies and practices are properly coordinated and achieving their intended purpose(s).

3. Review and recommend to the Board for approval the Company's annual corporate goals and objectives relating to the Company's compensation programs for the CEO, the other Section 16 Officers, and the ELT.

4. Review the performance of the CEO, the other Section 16 Officers, and the members of the ELT in light of the pre-established corporate goals and objectives, and relevant compensation peer group data, on an annual basis. Based on this review and its subsequent evaluation, the Committee shall recommend to the Board for approval (a) the compensation levels of (i) the CEO and (ii) the other Section 16 Officers, and (b) per the recommendations of the CEO, the compensation levels for the ELT; such compensation recommendations will encompass base salary (including any annual merit increase), cash bonus, and equity awards.

5. Annually review and recommend to the Board appropriate compensation of the NEDs, including equity awards subject to shareholder approval.

6. Review, select, and engage an independent external compensation consultant (subject to Section V) for purposes of providing relevant market comparable data (including peer group assessment) for the Committee's reference in performing its responsibilities and duties as set forth in this Charter.

Incentive and Equity-Based Compensation Plans

7. Review the Company's compensation plans and other employee benefit plans, including incentive compensation plans, equity-based plans, and the Company's employee stock purchase plan and any other employee equity or stock purchase plans; and in light of the goals and objectives of these plans, recommend that the Board adopt, amend or terminate any such plans as the Committee deems appropriate. The Committee shall oversee the administration of such plans, including periodically reviewing employee participation data, and shall exercise such authority as may be delegated to the Committee under the terms of any such plan.

8. Review and recommend for Board approval all equity compensation plans requiring shareholder approval under applicable Nasdaq and ASX rules. Review and recommend for Board approval any registration statement on Form S-8 registering shares issuable (a) under the Company's equity compensation plans or (b) otherwise issued to NEDs.

9. Review, and make recommendations to the Board, all awards of shares, stock options or other forms of equity pursuant to the Company's equity-based plans; provided that, the authority to issue such awards to employees who are not members of the ELT may be delegated by the Board to the CEO.

10. Review and make recommendations to the Board, on an annual basis, with respect to stock ownership guidelines for the Section 16 Officers and NEDs, and oversee compliance with such guidelines.

Development and Succession Planning

11. Oversee succession planning for positions held by the ELT, including the CEO, and review succession planning and management development at least annually with the Board, including recommendations and evaluations of potential successors to fill these positions. Specifically with respect to CEO succession planning, the Committee may, if necessary,

retain the services of an outside advisor or recruiter, with the understanding that the full Board would necessarily be included in any selection of a CEO successor.

12. Review the Company's strategies and programs for leadership development and for maintaining a talent pipeline for the ELT.

13. Review and discuss with management the Company's organizational development activities, including key policies, practices, and trends related to: (1) the recruitment, development and retention of Company personnel; (2) employee engagement and effectiveness; and (3) workplace environment and culture.

14. Review and discuss with management the Company's approach to equity and inclusion matters.

Reports

15. At each regular meeting of the Board, the Committee shall report to the Board on any meetings held or action taken by the Committee since the last regular meeting of the Board with such recommendation as the Committee shall deem appropriate. The report to the Board may take the form of an oral report by the Chair or any other member of the Committee designated by the Committee to make such a report. All recommendations of the Committee to the Board must be summarized and presented to the Board for approval.

16. Appoint a secretary to take and maintain minutes or other records of meetings and activities of the Committee.

Other

17. The Committee will administer and oversee the Company's compliance with the clawback policy required by applicable SEC and Nasdaq rules.

18. To the extent that the Company is required to include a "Compensation Discussion and Analysis" (the "CD&A") in the Company's Annual Report on Form 10-K or other compensation disclosure in its annual proxy statement, the Committee will review and discuss with management the Company's CD&A and will consider whether it will recommend to the Board that the Company's CD&A be included in the appropriate filing. As appropriate, the Committee will also review and discuss with management other executive compensation disclosure matters, including shareholder proposals or submissions to shareholders (to the extent related to compensation or related practices) and advisory votes on executive compensation and the frequency of such votes, and related disclosures that SEC rules require to be included in the Company's annual report and proxy statement, and will prepare the annual Compensation Committee Report, to the extent required by applicable rules.

19. The Committee has the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee or adviser of the Company to meet with the Committee or any advisers engaged by the Committee.

20. Review and discuss with management the Company's compensation peer group, and determine any changes to such peer group, on an at least annual basis.

21. Monitor emerging issues and trends regarding human capital and compensation matters, including those impacting the Company's disclosure obligations and practices.

22. Perform such other lawful activities and functions consistent with this Charter as delegated by the Board.

V. Outside Advisors

The Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee. The Committee shall select, retain and/or replace, as needed, compensation and benefits consultants and other outside consultants, including legal counsel, to provide independent advice to the Committee. In selecting, retaining and/or replacing a compensation consultant, independent legal counsel or other advisor, the Committee shall take into consideration all factors relevant to the adviser's independence from management, including the factors specified in Nasdaq Rule 5605(d)(3) and SEC Rule 10C-1(b)(4) and any applicable ASX Listing Rules. In the event the Committee retains a compensation consultant, the Committee shall have the sole authority to approve such consultant's fees and other retention terms.

The Company shall be responsible for the payment of compensation to compensation and benefits consultants or other advisors retained by the Committee pursuant to the provisions of this Charter. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisor retained by the Committee.

VI. Annual Performance Evaluation and Charter Review

The Committee shall conduct or participate in an annual evaluation of the performance of the Committee and its members, including a review of the compliance of the Committee with this Charter. In addition, the Committee shall review and reassess, at least annually, the adequacy of this Charter and recommend to the Board any improvements to this Charter that the Committee considers necessary or valuable. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate.

VII. Delegation of Authority

The Committee may delegate authority and responsibilities to subcommittees or the Chair of the Committee when it deems it appropriate and in the best interest of the Company. Actions taken by any subcommittee shall be presented to the full Committee at the next Committee meeting.

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