

# COMPENSATION COMMITTEE CHARTER OF THE BOARD OF DIRECTORS OF AVITA MEDICAL, INC.

Adopted June 23, 2020

## I. General Focus

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of AVITA Medical, Inc., a Delaware corporation (the “Corporation”), shall discharge the responsibilities of the Board with respect to the Corporation’s compensation programs and compensation of the Corporation’s executives.

## II. Structure and Operations

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

- “independent” under the rules of the NASDAQ Capital Market (“NASDAQ”), and
- for so long as the Corporation has its securities traded on the Australian Securities Exchange (“ASX”), “independent” and “non-executive directors” who meet such criteria in the ASX Corporate Governance Council Principles and Recommendations and in accordance with ASX Listing Rule 1.1 condition 18.

If the Committee is composed of more than two (2) members of the Board, at least two (2) members must satisfy the requirements of a “non-employee director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended, and the requirements of an “outside director” for purposes of Section 162(m) of the Internal Revenue Code. The Board shall select members based upon their knowledge and experience in compensation matters and with care to avoid any conflicts of interest.

Each member of the Committee shall be appointed by the Board 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 elect the Chair of the Committee. Although the Committee will strive toward consensus, the Chair shall be entitled to cast an additional vote to resolve any ties. The Chair will approve the agendas for Committee meetings.

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee of the Committee, including to a subcommittee comprised solely of one (1) director. The Committee also shall be entitled to delegate its authority to one (1)

or more directors (whether or not such directors serve on the Committee) as the Committee deems appropriate; provided, however, that the Committee shall not delegate any power or authority required by law, regulation or listing standard to be exercised by the Committee as a whole.

### **III. Meetings**

The Committee shall meet as frequently as circumstances dictate. The Chair of the Committee or a majority of the members of the Committee may call a special meeting of the Committee.

All non-management directors 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 management of the Corporation and such other persons as it deems appropriate in order to carry out its responsibilities. The Chief Executive Officer may not be present during deliberations on his or her compensation. The Committee may also exclude from its meetings any person it deems appropriate in order to carry out its responsibilities.

A majority of the Committee members, but not less than two (2), will constitute a quorum. A majority of the Committee members present at any Committee meeting at which a quorum is present may act on behalf of the Committee. The Committee may meet by telephone or videoconference and may take action by unanimous written consent.

The Committee shall appoint a person, who need not be a member, to act as secretary, and minutes of the Committee's proceedings shall be kept in minute books provided for that purpose. The agenda of each Committee meeting will be prepared by the secretary and, whenever reasonably practicable, circulated to each Committee member prior to each meeting.

### **IV. Responsibilities and Duties**

The following functions shall be the common recurring activities of the Committee in carrying out its responsibilities outlined in Section I of this Charter. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Committee shall also carry out any other responsibilities and duties delegated to it by the Board from time to time related to the purposes of the Committee outlined in Section I of this Charter.

The Committee, in discharging its oversight role, is empowered to study or investigate any matter of interest or concern that the Committee deems appropriate and shall have the sole authority to retain or terminate outside counsel or other experts for this purpose, including the authority to approve the fees payable to such counsels or experts and any other terms of retention.

#### **Setting Compensation for Executive Officers and Directors**

1. Establish and review the overall compensation philosophy of the Corporation.
2. Review and approve the annual salary, bonus, stock options and other benefits, direct and indirect, of the Chief Executive Officer and other executive officers.

3. In connection with executive compensation programs:
  - (i) Review and recommend to the full Board, or approve, new executive compensation programs;
  - (ii) Review on a periodic basis the operations of the Corporation's executive compensation programs to determine whether they are properly coordinated and achieving their intended purpose(s);
  - (iii) Review and approve, annually, corporate goals and objectives relevant to the Chief Executive Officer's and other executive officers' compensation and evaluate their performance in light of those goals and objectives;
  - (iv) Review on a periodic basis the aggregate amount of compensation paid or potentially payable to the Chief Executive Officer and other executive officers through the use of tally sheets or such other method as the Committee may determine; and
  - (v) Take steps to modify any executive compensation program that yields payments and benefits that are not reasonably related to executive and corporate performance.
4. Review and recommend to the full Board appropriate compensation of directors.
5. Review and make recommendations to the full Board, or approve, any contracts or other transactions with executive officers of the Corporation, including consulting arrangements, employment contracts and severance or termination arrangements, or any revisions thereto. Notwithstanding any other provision of this Charter, the Committee shall review and make recommendations to the Board for approval of any consulting arrangement, employment contract, severance or termination arrangement with the Chief Executive Officer, or any revision thereto.
6. Review and approve annual performance goals for performance-based compensation that is intended to be tax deductible under Section 162(m) of the Internal Revenue Code and determine whether the performance goals and objectives are attained.
7. Oversee (a) all matters relating to stockholder approval of executive compensation ("say-on-pay" votes), including the frequency of such votes and (b) the appropriate response to a say-on-pay vote that was approved by the stockholders.
8. Review the risks associated with the Corporation's compensation policies and practices to determine whether any risks associated with such policies and practices encourage unnecessary or excessive risk-taking or are reasonably likely to have a material adverse effect on the Corporation. Oversee an annual review of the Corporation's risk assessment of its compensation policies and practices for its employees.

## Monitoring Incentive and Equity-Based Compensation Plans

9. Review the Corporation's compensation plans and other employee benefit plans, including incentive-compensation and equity-based plans, in light of the goals and objectives of these plans, and amend, or recommend that the Board amend, these plans if the Committee deems it appropriate.
10. Administer any short-term incentive plan covering executive officers of the Corporation; determine whether performance targets have been met and determine the amounts and terms of any awards.
11. Review and recommend for Board approval all equity compensation plans to be submitted for shareholder approval under the NASDAQ listing standards and ASX Listing Rules; provided, however, that any equity compensation plan that satisfies an exception to the NASDAQ's listing standards and ASX's Listing Rules shall not be required to be approved by the Corporation's shareholders.
12. Review and make recommendations to the Board, or approve, all awards of shares, share options or other awards pursuant to the Corporation's equity-based plans; provided that the authority to issue such awards to employees who are not executive officers may be delegated as above described.
13. Select, retain and/or replace, as needed, compensation and benefits consultants and other outside consultants to provide independent advice to the Committee. In selecting, retaining and/or replacing a compensation consultant, the Committee shall take into consideration the following factors (as well as any other factors that may be required under the NASDAQ market rules and ASX Listing Rules): (i) the provision of other services to the Company by the person that employs the compensation consultant; (ii) the amount of fees received from the Company by the person that employs the compensation consultant, as a percentage of the total revenue of the person that employs the compensation consultant; (iii) the policies and procedures of the person that employs the compensation consultant that are designed to prevent conflicts of interest; (iv) any business or personal relationship of the compensation consultant with a member of the Committee; (v) any stock of the Company owned by the compensation consultant; and (vi) any business or personal relationship of the compensation consultant or the person employing the compensation consultant with an executive officer of the Company. 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.

## Reports

14. Report regularly to the Board (i) following meetings of the Committee, (ii) with respect to such other matters as are relevant to the Committee's discharge of its responsibilities and (iii) with respect to such recommendations as the Committee may 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 report.
15. Maintain minutes or other records of meetings and activities of the Committee.

16. The Committee shall receive appropriate funding from the Corporation for the payment of compensation to the compensation and benefits consultants or to other advisors retained by the Committee pursuant to the provisions of this Charter.

**V. Annual Performance Evaluation**

The Committee shall perform a review and evaluation, at least annually, 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.

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