



Unifying the care experience.

# Diversity & Inclusion Report

|                              |                        |
|------------------------------|------------------------|
| <b>Version</b>               | 1.5                    |
| <b>Date of Version</b>       | January 2025           |
| <b>Created By</b>            | Meadhbh Gaffney        |
| <b>Approved By</b>           | Aoife Meehan & JP Howe |
| <b>Confidentiality Level</b> | TLP: GREEN             |



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# Change History

| Date       | Version | Created By                    | Description of Change                                |
|------------|---------|-------------------------------|--|
| 09/11/2023 | 1.0     | Meadhbh Gaffney & David Flood | Initial version                                      |
| 12/01/2024 | 1.1     | Meadhbh Gaffney & David Flood | Updated graphs and content with 2023 Q4 Information. |
| 05/04/2024 | 1.2     | Meadhbh Gaffney & David Flood | Updated graphs and content with 2024 Q1 Information. |
| 01/07/2024 | 1.3     | Meadhbh Gaffney & David Flood | Updated graphs and content with 2024 Q2 Information. |
| 01/10/2024 | 1.4     | Meadhbh Gaffney               | Updated graphs and content with 2024 Q3 Information. |
| 01/01/2025 | 1.5     | Meadhbh Gaffney               | Updated graphs and content with 2024 Q4 Information. |

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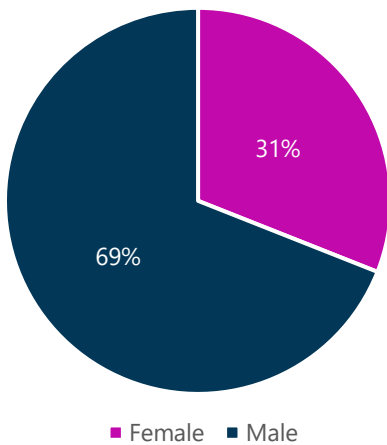
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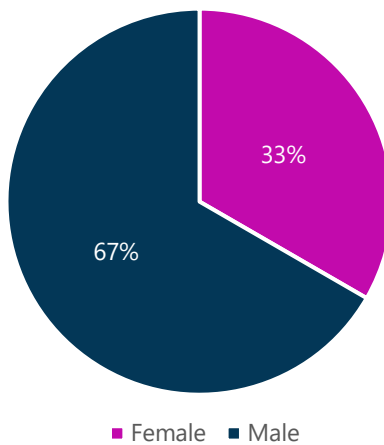
# Gender Balance

In this section, we present the current gender balance within our organization. These figures reflect our commitment to transparency and creating a diverse, inclusive workplace. We continue to work towards better gender representation through ongoing initiatives and strategies aimed at fostering an environment where all individuals can thrive.

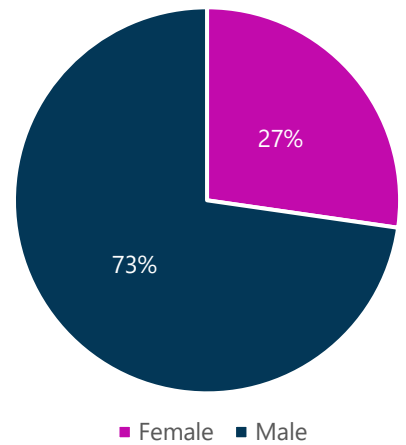
### Global Organisation



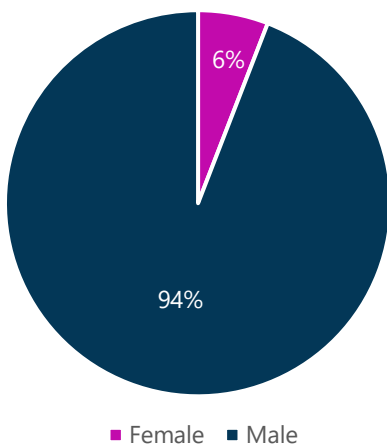
### Board of Directors



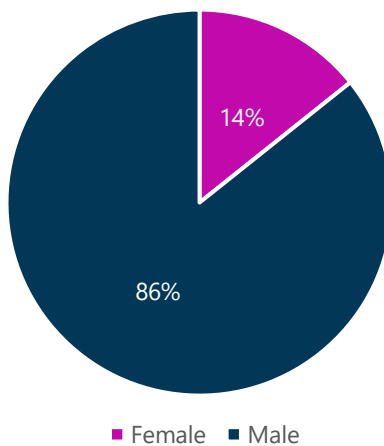
### Executive Team



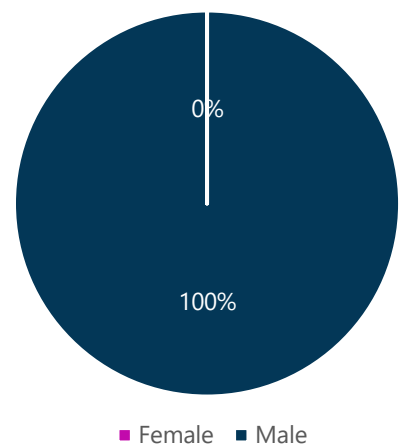
### Irish Management Team



### North American Management Team



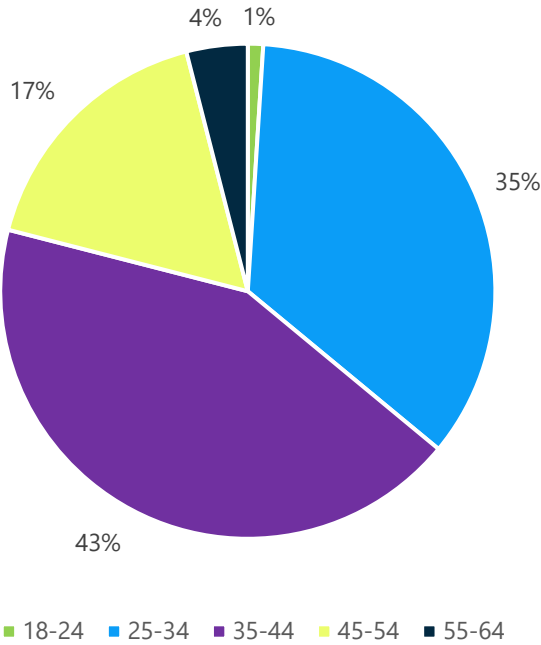
### Australian Management Team



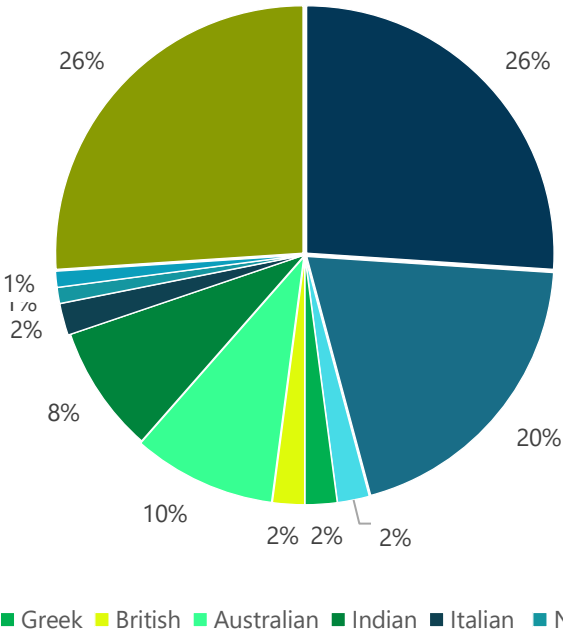
# Age & Nationality Profile

This section outlines the age and nationality diversity within our workforce, emphasizing our commitment to an inclusive environment. We value the varied perspectives each age group and nationality bring, striving to create a workplace where all feel respected and valued.

Global Age Profile



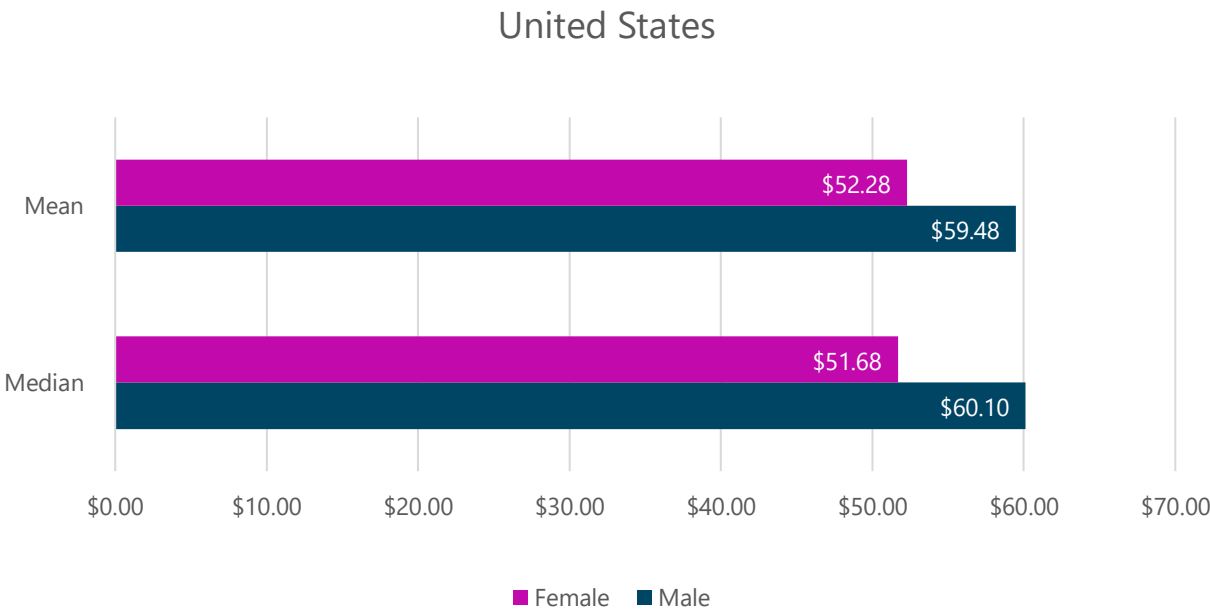
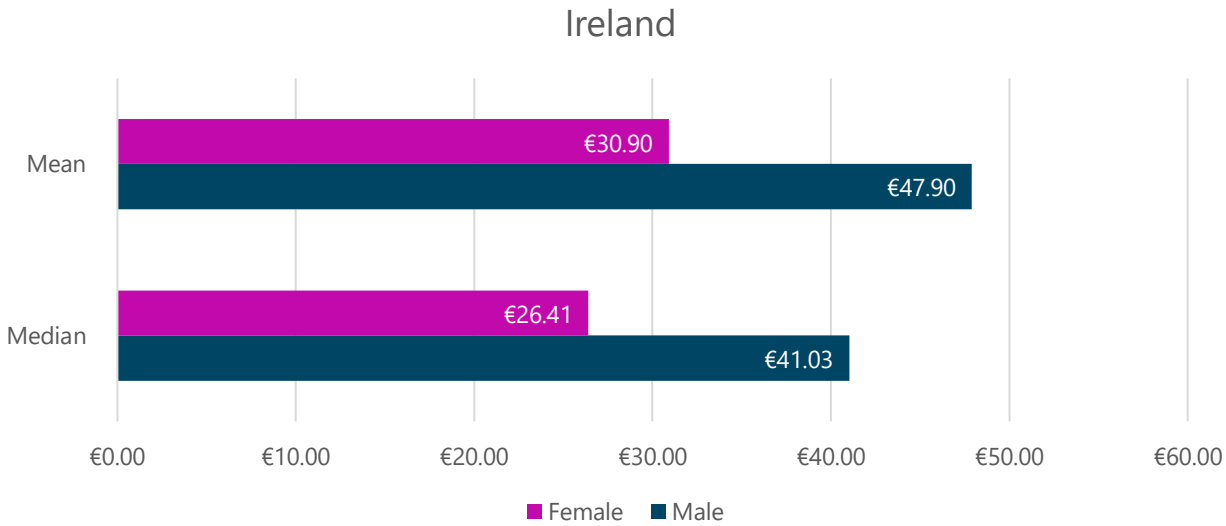
Nationalities



■ Irish ■ American ■ Brazilian ■ Greek ■ British ■ Australian ■ Indian ■ Italian ■ Nigerian ■ Romanian ■ Undisclosed

# Gender Pay Gap Report

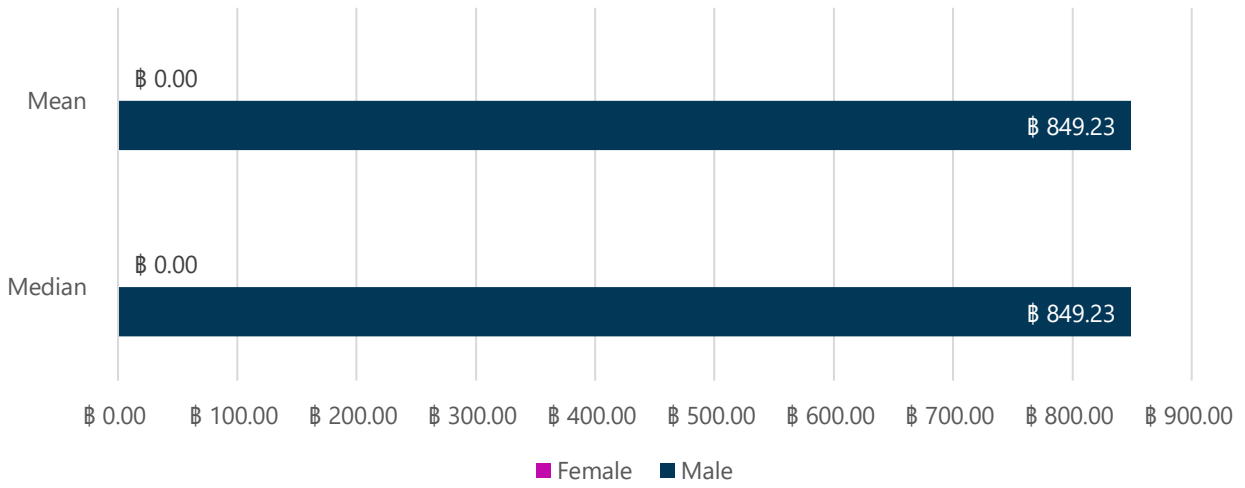
This section addresses the gender pay gap within our organization. We acknowledge the importance of transparency in understanding and addressing this disparity. Our commitment is to foster a fair and equitable workplace where all individuals are valued equally for their contributions. Through this report, we aim to provide insight into our current standing.



### Australia



### Thailand



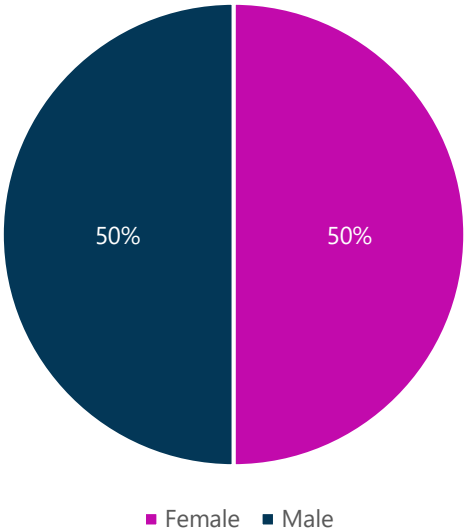
# Annual Total Compensation of CEO to All Employees

5:1 ratio based on compensation including share-based payments compensation and bonuses.

## Employee Turnover

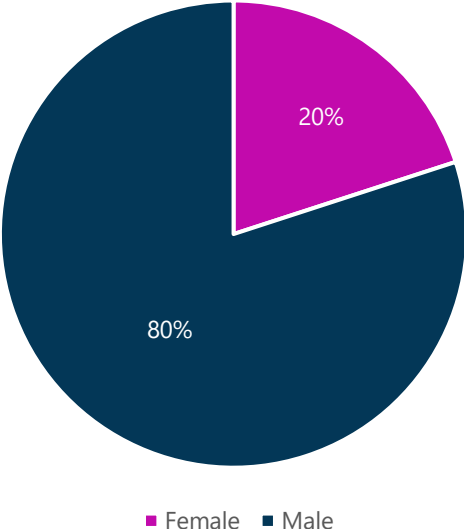
A total of 4 additional full-time joiners from 1<sup>st</sup> of October until the 31<sup>st</sup> of December 2024.

New Joiners



A total of 5 full-time leavers from 1<sup>st</sup> of October until the 31<sup>st</sup> of December 2024.

Leavers





## Health and Safety

Oneview Healthcare have health and safety policies in all regions with the objective being to provide a safe and healthy place of work for all employees, colleagues and visitors to our offices and places of work and to meet all our duties and obligations to our clients.

Employees are required to report all accidents and near misses, whether resulting in injury or not, to management. It is also Oneview's policy, in accordance with good practice and common legislation, to report certain occurrences to the relevant Health & Safety Authority and ensure records are kept on site.

Key personnel are trained in:

- Fire safety management
- Cardiac first responders
- Manual handling
- Ergonomic training

Appropriate safety resources are provided in offices including first aid kits and defibrillators.

## Workplace Accidents 2024:

There have been zero workplace accidents reported in 2024.

## Human Rights and Labour Standards

Human rights are a fundamental concern for Oneview Healthcare in its relationship with employees and suppliers.

Oneview Healthcare is committed to protecting the human rights of our employees through implementation of policies related to non-harassment, bullying and equal employment opportunities. These policies seek to provide applicants and employees equal treatment regardless of certain identified characteristics that have attracted historical stereotyping or bias in relation to employment. We comply as employers with all applicable laws and regulations on forced and child labour.

We are confident that our compensation practices ensure that all Oneview Healthcare employees receive compensation meeting or exceeding the amount for basic living needs, above the legal minimum and living wages in the countries in which we operate.

Our non-harassment policy details our commitment to providing equal employment opportunities and a workplace that is respectful, productive, and free from harassment including, but not limited to, sexual harassment. This policy outlines clear procedures for reporting and responding to issues of concern and can be found in our employee guidebooks and on our company intranet. We are committed to investigating all complaints filed and any possible violation of the policy of which we are made aware. If we determine that an employee has engaged in activities that are in violation of, or inconsistent with the policy, we will take appropriate disciplinary action against the offending employee, up to and including termination of employment.

The company also has a whistle-blowers policy in force to ensure that employees have an opportunity to report known, suspected or potential cases of relevant wrongdoings. All employees have undertaken anti-corruption and corporate governance training.

## Reported cases of harassment:

There were zero cases of harassment reported in 2024.

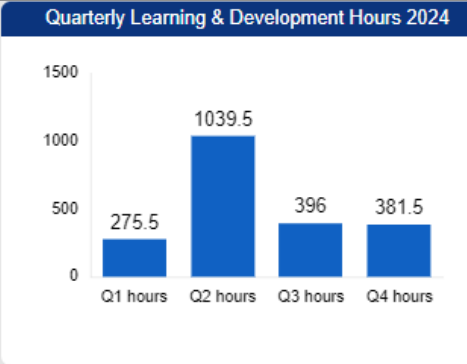
# Learning & Development

Average annual hours of training per FTE

**21**

Average annual expenditure per FTE

**€575**



Corporate Governance Completion Rate

**98%**  
2024

Info Security Completion Rate

**98%**  
2024

HIPAA Completion Rate

**98%**  
2024

AI Awareness

**5%**  
2024

