

OPENLEARNING LIMITED
ACN 635 890 390
(Company)

2020 CORPORATE GOVERNANCE STATEMENT

This 2020 Corporate Governance Statement is current as at 26 March 2021 and has been approved by the Board of the Company on that date.

This Corporate Governance Statement discloses the extent to which the Company, throughout the 2020 reporting period, followed the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations – 4th Edition (**Recommendations**). The Recommendations are not mandatory, however the Recommendations that were not followed have been identified and reasons provided for not following them along with what (if any) alternative governance practices the Company intends to adopt in lieu of the recommendation.

The Company has adopted a Corporate Governance Plan which provides the written terms of reference for the Company's corporate governance duties.

The Company's Corporate Governance Plan is available on the Company's website at www.OpenLearning.com.

| RECOMMENDATIONS (4 TH EDITION) | COMPLY | EXPLANATION |
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| <i>Principle 1: Lay solid foundations for management and oversight</i> | | |
| Recommendation 1.1 (a) A listed entity should have and disclose a board charter which sets out the respective roles and responsibilities of the Board, the Chair and management, and includes a description of those matters expressly reserved to the Board and those delegated to management. | YES | The Company has adopted a Board Charter that sets out the specific roles and responsibilities of the Board, the Chair and management and includes a description of those matters expressly reserved to the Board and those delegated to management. |

| RECOMMENDATIONS (4 TH EDITION) | COMPLY | EXPLANATION |
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| | | <p>The Board Charter sets out the specific responsibilities of the Board, requirements as to the Board's composition, the roles and responsibilities of the Chairman and Company Secretary, the establishment, operation and management of Board Committees, Directors' access to Company records and information, details of the Board's relationship with management, details of the Board's performance review and details of the Board's disclosure policy.</p> <p>A copy of the Company's Board Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p> |
| <p>Recommendation 1.2</p> <p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a Director; and</p> <p>(a) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a Director.</p> | <p>YES</p> | <p>(a) The Company has guidelines for the appointment and selection of the Board and senior executives in its Corporate Governance Plan. The Company's Nomination Committee Charter (in the Company's Corporate Governance Plan) requires the Nomination Committee (or, in its absence, the Board) to ensure appropriate checks (including checks in respect of character, experience, education, criminal record and bankruptcy history (as appropriate)) are undertaken before appointing a person, or putting forward to security holders a candidate for election, as a Director. In the event of an unsatisfactory check, a Director is required to submit their resignation.</p> <p>(b) Under the Nomination Committee Charter, all material information relevant to a decision on whether or not to elect or re-elect a Director must be provided to security holders in the Notice of Meeting containing the resolution to elect or re-elect a Director.</p> |

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| <p>Recommendation 1.3 A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.</p> | YES | <p>The Company's Nomination Committee Charter requires the Nomination Committee (or, in its absence, the Board) to ensure that each Director and senior executive is personally a party to a written agreement with the Company which sets out the terms of that Director's or senior executive's appointment.</p> <p>The Company has written agreements with each of its Directors and senior executives.</p> |
| <p>Recommendation 1.4 The Company Secretary of a listed entity should be accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board.</p> | YES | <p>The Board Charter outlines the roles, responsibility and accountability of the Company Secretary. In accordance with this, the Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board.</p> |
| <p>Recommendation 1.5 A listed entity should:</p> <ul style="list-style-type: none"> (a) have and disclose a diversity policy; (b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and (c) disclose in relation to each reporting period: <ul style="list-style-type: none"> (i) the measurable objectives set for that period to achieve gender diversity; (ii) the entity's progress towards achieving those objectives; and (iii) either: | PARTIALLY | <ul style="list-style-type: none"> (a) The Company has adopted a Diversity Policy which provides a framework for the Company to establish, achieve and measure diversity objectives, including in respect of gender diversity. The Diversity Policy is available, as part of the Corporate Governance Plan, on the Company's website. (b) The Diversity Policy allows the Board to set measurable gender diversity objectives and to continually monitor both the objectives and the Company's progress in achieving them. (c) The Diversity Policy is available, as part of the Corporate Governance Plan, on the Company's website. (d) The Board does not presently intend to set measurable gender diversity objectives because: <ul style="list-style-type: none"> (i) the Board does not anticipate there will be a need to appoint any new Directors or senior executives due to limited nature of the Company's existing and |

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| <p>(A) the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce (including how the entity has defined “senior executive” for these purposes); or</p> <p>(B) if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in the Workplace Gender Equality Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p> | | | | <p>proposed activities and the Board’s view that the existing Directors and senior executives have sufficient skill and experience to carry out the Company’s plans; and</p> <p>(ii) if it becomes necessary to appoint any new Directors or senior executives, the Board considers the application of a measurable gender diversity objective requiring a specified proportion of women on the Board and in senior executive roles will, given the small size of the Company and the Board, unduly limit the Company from applying the Diversity Policy as a whole and the Company’s policy of appointing based on skills and merit; and</p> <p>(iii) As at 31 December 2020, the gender diversity statistics for the Company were as follows:</p> <table border="1" data-bbox="1263 1139 2018 1374"> <thead> <tr> <th></th> <th>Female</th> <th>Total</th> <th>Female Proportion</th> </tr> </thead> <tbody> <tr> <td>Staff</td> <td>33</td> <td>52</td> <td>63.5%</td> </tr> <tr> <td>Key Management Personnel *</td> <td>2</td> <td>5</td> <td>40%</td> </tr> <tr> <td>Board Members</td> <td>2</td> <td>6</td> <td>33%</td> </tr> </tbody> </table> | | Female | Total | Female Proportion | Staff | 33 | 52 | 63.5% | Key Management Personnel * | 2 | 5 | 40% | Board Members | 2 | 6 | 33% |
| | Female | Total | Female Proportion | | | | | | | | | | | | | | | | | |
| Staff | 33 | 52 | 63.5% | | | | | | | | | | | | | | | | | |
| Key Management Personnel * | 2 | 5 | 40% | | | | | | | | | | | | | | | | | |
| Board Members | 2 | 6 | 33% | | | | | | | | | | | | | | | | | |

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| | | <p>*Key Management Personnel comprises senior executives who report directly to the CEO.</p> <p>Currently, the Board has a 33% female representation as the Board recognises and is committed to Board gender diversity.</p> |
| <p>Recommendation 1.6 A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the Board, its committees and individual Directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p> | YES | <p>(a) The Company's Nomination Committee (or, in its absence, the Board) is responsible for evaluating the performance of the Board, its committees and individual Directors on an annual basis. It may do so with the aid of an independent advisor. The process for this is set out in the Company's Corporate Governance Plan, which is available on the Company's website.</p> <p>(b) The Company's Corporate Governance Plan requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. As the current Board was formed and the Company listed on ASX in December 2019 a review was not conducted during 2020, a review is intended to be conducted during 2021.</p> |
| <p>Recommendation 1.7 A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> | YES | <p>(a) The Company's Nomination Committee or the Board is responsible for evaluating the performance of the Company's senior executives. The Company's Remuneration Committee or the Board is responsible for evaluating the remuneration of the Company's senior executives on an annual basis. A senior executive, for these purposes, means key management personnel (as defined in the Corporations Act) other than a non-executive Director.</p> |

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| (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period. | | The applicable processes for these evaluations can be found in the Company's Corporate Governance Plan, which is available on the Company's website. (b) The Company's Corporate Governance Plan requires the Company to disclose whether or not performance evaluations were conducted during the relevant reporting period. Evaluations were conducted during the period. |
| Principle 2: Structure the Board to be effective and add value | | |
| Recommendation 2.1 The Board of a listed entity should: (a) have a nomination committee which: <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent Directors; and (ii) is chaired by an independent Director, and disclose: <ul style="list-style-type: none"> (iii) the charter of the committee; (iv) the members of the committee; and (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or | YES | A Remuneration and Nomination Committee was established by the Company during the period. The Remuneration and Nomination Committee comprises Kevin Barry (Chair), Maya Hari and Beverley Oliver. The Board considers Kevin Barry, Maya Hari and Beverley Oliver to be independent, as such all of the committee, including its Chair, are considered independent. A copy of the Company's Nomination Committee Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website. The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Company's Annual Report. |

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| (b) if it does not have a nomination committee, disclose that fact and the processes it employs to address Board succession issues and to ensure that the Board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively. | | |
| <p>Recommendation 2.2</p> <p>A listed entity should have and disclose a Board skills matrix setting out the mix of skills that the Board currently has or is looking to achieve in its membership.</p> | NO | <p>The Board is composed of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing the business of the Company. The composition of the Board was reviewed as part of the ASX listing process and will be reviewed on an annual basis. The Board does currently not have a formal skills matrix, however, the skills, experience and knowledge of each director which are relevant to overseeing the business of the Company have been assessed to ensure the composition of the Board is appropriate.</p> <p>The Board Charter requires the disclosure of each Board member's qualifications and expertise. Full details as to each Director and senior executive's relevant skills and experience are available in the Company's Annual Report and on the Company's website.</p> |
| <p>Recommendation 2.3</p> <p>A listed entity should disclose:</p> <p>(a) the names of the Directors considered by the Board to be independent Directors;</p> | YES | <p>(a) The Board considers the following Directors to be independent: Kevin Barry, David Buckingham, Maya Hari and Beverly Oliver.</p> |

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| <p>(b) if a Director has an interest, position or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendations (4th Edition), but the Board is of the opinion that it does not compromise the independence of the Director, the nature of the interest, position or relationship in question and an explanation of why the Board is of that opinion; and</p> <p>(c) the length of service of each Director</p> | | <p>(b) During the 2019 year Kevin Barry, Maya Hari and Beverly Oliver each received 1,000,000 Directors Options. The Board considers that the issue of a non-substantial amount of options to non-executive directors provides for a cost-effective component of directors' remuneration that may provide the Company with additional funding in the future (if the Options are exercised). The Board considers the issue of these options does not impact the director's integrity, objectivity or ability to exercise independent judgement in relation to all Board and Company activities. Accordingly, the Board still considers these directors to be independent.</p> <p>During the 2019 reporting period, David Buckingham was not considered to be independent as he was issued with 750,000 performance rights during the period. However, subsequent to the end of the 2019 reporting period, the Board reviewed his independence and considers that his participation in the employee incentive scheme is not material and will not interfere with his capacity to bring an independent judgement to bear on issues before the board. Therefore, David Buckingham is considered to be an independent director.</p> <p>(c) The Company's Annual Report discloses the length of service of each Director, as at the end of each financial year.</p> |
| <p>Recommendation 2.4 A majority of the Board of a listed entity should be independent Directors.</p> | YES | The Board currently comprises a total of 6 directors, of whom 4 are considered to be independent. As such, independent directors currently do comprise the majority of the Board. |

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| <p>Recommendation 2.5 The Chair of the Board of a listed entity should be an independent Director and, in particular, should not be the same person as the CEO of the entity.</p> | YES | The Chair of the Company is an independent Director and is not the CEO/Managing Director. |
| <p>Recommendation 2.6 A listed entity should have a program for inducting new Directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as Directors effectively.</p> | YES | In accordance with the Company's Board Charter, the Nominations Committee (or, in its absence, the Board) is responsible for the approval and review of induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities. The Company Secretary is responsible for facilitating inductions and professional development including receiving briefings on material developments in laws, regulations and accounting standards relevant to the Company. |
| Principle 3: Instil a culture of acting lawfully, ethically and responsibly | | |
| <p>Recommendation 3.1 A listed entity should articulate and disclose its values.</p> | YES | <p>(a) The Company and its subsidiary companies (if any) are committed to conducting all of its business activities fairly, honestly with a high level of integrity, and in compliance with all applicable laws, rules and regulations. The Board, management and employees are dedicated to high ethical standards and recognise and support the Company's commitment to compliance with these standards.</p> <p>(b) The Company's values are set out in its Code of Conduct (which forms part of the Corporate Governance Plan) and are available on the Company's website. All employees are given appropriate training on the Company's values and senior executives will continually reference such values.</p> |

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| <p>Recommendation 3.2</p> <p>A listed entity should:</p> <p>(a) have and disclose a code of conduct for its Directors, senior executives and employees; and</p> <p>(b) ensure that the Board or a committee of the Board is informed of any material breaches of that code.</p> | YES | <p>(a) The Company's Corporate Code of Conduct applies to the Company's Directors, senior executives and employees.</p> <p>(b) The Company's Corporate Code of Conduct (which forms part of the Company's Corporate Governance Plan) is available on the Company's website. Any material breaches of the Code of Conduct are reported to the Board or a committee of the Board.</p> |
| <p>Recommendation 3.3</p> <p>A listed entity should:</p> <p>(a) have and disclose a whistleblower policy; and</p> <p>(a) ensure that the Board or a committee of the Board is informed of any material incidents reported under that policy.</p> | YES | <p>The Company's Whistleblower Protection Policy (which forms part of the Corporate Governance Plan) is available on the Company's website. Any material breaches of the Whistleblower Protection Policy are to be reported to the Board or a committee of the Board.</p> |
| <p>Recommendation 3.4</p> <p>A listed entity should:</p> <p>(a) have and disclose an anti-bribery and corruption policy; and</p> <p>(b) ensure that the Board or committee of the Board is informed of any material breaches of that policy.</p> | YES | <p>The Company's Anti-Bribery and Anti-Corruption Policy (which forms part of the Corporate Governance Plan) is available on the Company's website. Any material breaches of the Anti-Bribery and Anti-Corruption Policy are to be reported to the Board or a committee of the Board.</p> |
| <p>Principle 4: Safeguard the integrity of corporate reports</p> | | |
| <p>Recommendation 4.1</p> <p>The Board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(i) has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and</p> | PARTIALLY | <p>An Audit and Risk Committee was established by the Company during the period. The Audit and Risk Committee comprises Kevin Barry, Spiro Pappas and David Buckingham (Chair). The Board considers Kevin Barry and David Buckingham to be independent as such a majority of the committee, including its Chair, are considered independent. The Board considers that two of three members (majority) being non-executive directors is sufficient.</p> |

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| <p>(ii) is chaired by an independent Director, who is not the Chair of the Board, and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the relevant qualifications and experience of the members of the committee; and</p> <p>(v) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p> | | <p>A copy of the Company's Audit and Risk Committee Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Company's Annual Report.</p> |
| <p>Recommendation 4.2</p> <p>The Board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p> | <p>YES</p> | <p>The Board receives such a declaration for the financial statements of the Company for the financial period.</p> |

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| <p>Recommendation 4.3 A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.</p> | YES | The Board and relevant Senior Management review any periodic corporate report that is released to the market that has not been audited or reviewed by an external auditor. |
| Principle 5: Make timely and balanced disclosure | | |
| <p>Recommendation 5.1 A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.</p> | YES | <p>The Company's Corporate Governance Plan details the Company's Continuous Disclosure policy.</p> <p>The Corporate Governance Plan, which incorporates the Continuous Disclosure policy, is available on the Company's website.</p> |
| <p>Recommendation 5.2 A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.</p> | YES | All members of the Board receive material market announcements before they have been made and are advised of the announcements pending release and a list of prior market announcements is included in Board Meeting papers. |
| <p>Recommendation 5.3 A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.</p> | YES | All substantive investor or analyst presentations are released on the ASX Markets Announcement Platform ahead of such presentations. |
| Principle 6: Respect the rights of security holders | | |
| <p>Recommendation 6.1 A listed entity should provide information about itself and its governance to investors via its website.</p> | YES | Information about the Company and its governance is available in the Corporate Governance Plan which can be found on the Company's website. |

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| <p>Recommendation 6.2</p> <p>A listed entity should have an investor relations program that facilitates effective two-way communication with investors.</p> | YES | <p>The Company has adopted a Shareholder Communications Strategy which aims to promote and facilitate effective two-way communication with investors. The Strategy outlines a range of ways in which information is communicated to shareholders and is available on the Company's website as part of the Company's Corporate Governance Plan.</p> |
| <p>Recommendation 6.3</p> <p>A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.</p> | YES | <p>Shareholders are encouraged to participate at all general meetings and AGMs of the Company. Upon the despatch of any notice of meeting to Shareholders, the Company Secretary sends out material stating that all Shareholders are encouraged to participate at the meeting.</p> |
| <p>Recommendation 6.4</p> <p>A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.</p> | YES | <p>All substantive resolutions at securityholder meetings will be decided by a poll rather than a show of hands.</p> |
| <p>Recommendation 6.5</p> <p>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p> | YES | <p>The Shareholder Communication Strategy provides that security holders can register with the Company to receive email notifications when an announcement is made by the Company to the ASX, including the release of the Annual Report, half yearly reports and quarterly reports. Links are made available to the Company's website on which all information provided to the ASX is immediately posted.</p> <p>Shareholders queries should be referred to the Company Secretary at first instance.</p> |

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| Principle 7: Recognise and manage risk | | |
| <p>Recommendation 7.1</p> <p>The Board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <ul style="list-style-type: none"> (i) has at least three members, a majority of whom are independent Directors; and (ii) is chaired by an independent Director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the process it employs for overseeing the entity's risk management framework.</p> | YES | <p>An Audit and Risk Committee was established by the Company during the period. The Audit and Risk Committee comprises Kevin Barry, Spiro Pappas and David Buckingham (Chair). The Board considers Kevin Barry and David Buckingham to be independent as such a majority of the committee, including its Chair, are considered independent.</p> <p>A copy of the Company's Audit and Risk Committee Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Company's Annual Report.</p> |
| <p>Recommendation 7.2</p> <p>The Board or a committee of the Board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the Board; and</p> <p>(b) disclose in relation to each reporting period, whether such a review has taken place.</p> | YES | <p>(a) The Board and Management review the Company's risk management framework to satisfy itself that it continues to be sound and that the Company is operating with due regard to the risk appetite set by the Board.</p> <p>(b) The Company's Risk Management framework was reviewed during the period.</p> |

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| <p>Recommendation 7.3 A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p> | YES | <p>(a) Due to the size and nature of the existing Board and the magnitude of the Company's operations, the Company does not currently have an internal audit function.</p> <p>(b) The Audit and Risk Committee Charter provides for the Audit and Risk Committee to monitor and periodically review the need for an internal audit function, as well as assessing the performance and objectivity of any internal audit procedures that may be in place.</p> |
| <p>Recommendation 7.4 A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.</p> | YES | The Company does not have any current material exposure to environmental or social risks. |
| Principle 8: Remunerate fairly and responsibly | | |
| <p>Recommendation 8.1 The Board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(i) has at least three members, a majority of whom are independent Directors; and</p> <p>(ii) is chaired by an independent Director, and disclose:</p> <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> | YES | <p>A Remuneration and Nomination Committee was established by the Company during the period. The Remuneration and Nomination Committee comprises Kevin Barry (Chair), Adam Brimo, Maya Hari and Beverley Oliver. The Board considers Kevin Barry, Maya Hari and Beverley Oliver to be independent as such a majority of the committee, including its Chair, are considered independent.</p> <p>A copy of the Company's Nomination Committee Charter, which is part of the Company's Corporate Governance Plan, is available on the Company's website.</p> |

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| <p>(v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for Directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p> | | <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings is disclosed in the Company's Annual Report.</p> |
| <p>Recommendation 8.2</p> <p>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive Directors and the remuneration of executive Directors and other senior executives.</p> | <p>YES</p> | <p>The Company's Corporate Governance Plan requires the Board to disclose its policies and practices regarding the remuneration of Directors and senior executives.</p> <p>The remuneration of any Executive Director will be decided by the Board, without the affected Executive Director participating in that decision- making process.</p> <p>In addition, subject to any necessary Shareholder approval, a Director may be paid fees or other amounts as the Directors determine where a Director performs special duties or otherwise performs services outside the scope of the ordinary duties of a Director (e.g. non-cash performance incentives such as Options).</p> <p>Directors are also entitled to be paid reasonable travel and other expenses incurred by them in the course of the performance of their duties as Directors.</p> |

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| | | The Board reviews and approves the Company's nomination and remuneration policy in order to ensure that the Company is able to attract and retain executives and Directors who will create value for Shareholders, having regard to the amount considered to be commensurate for an entity of the Company's size and level of activity as well as the relevant Directors' time, commitment and responsibility. |
| <p>Recommendation 8.3</p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p> | Yes | <p>(a) The Company does have an equity-based remuneration scheme.</p> <p>(b) The use of derivatives or other hedging arrangements for unvested securities of the Company or vested securities of the Company which are subject to escrow arrangements is prohibited.</p> |