



TOYS"R"US ANZ LIMITED  
ACN 063 886 199  
(Company)

## CORPORATE GOVERNANCE STATEMENT

This Corporate Governance Statement is current as of 18 October 2023 and has been approved by the Board of the Company on that date.

This Corporate Governance Statement discloses the extent to which the Company follows the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations (**Recommendations**). The Recommendations are not mandatory, however the Recommendations that are not being followed have been identified and reasons provided for not following them, along with alternative governance practices (if any) 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.

Due to the current size and nature of the existing Board and the magnitude of the Company's operations, the Board does not consider that the Company will gain any benefit from individual Board committees other than an Audit and Risk Committee and Remuneration and Nomination Committee and that its resources are better utilised in other areas in support of the Company.

The Company's Corporate Governance Charters, Policies & Procedures are available on the Company's website at <https://corporate.funtastic.com.au/investors/corporate-governance/>

| RECOMMENDATIONS (4 <sup>th</sup> EDITION)  | COMPLY | EXPLANATION   |
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| <b>Principle 1: Lay solid foundations for management and oversight</b>   |        |   |
| <b>Recommendation 1.1</b><br>A listed entity should have and disclose a charter which sets out:<br>(a) the respective roles and responsibilities of the Board, the Chair and management; and<br>(b) 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 <sup>th</sup> EDITION)   | COMPLY | EXPLANATION   |
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|   |        | <p>The Board Charter sets out the role and specific responsibilities of the Board, requirements as to the Board's composition, the roles and responsibilities of individual Directors, the Chairman and CEO, as well as the roles and responsibilities of Executive Directors, Non-Executive Directors and management, details of the Board's relationship with management, details of the Board's performance review, and details of the Directors' right to seek independent advice.</p> <p>A copy of the Company's Board Charter is available on the Company's <a href="#">website</a>.</p>                |
| <p><b>Recommendation 1.2</b></p> <p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a Director or senior executive or putting someone forward as a Director; and</p> <p>(b) 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> | YES    | <p>Prior to the appointment of a Director the Company ensures that appropriate checks are undertaken including a review of qualifications, capabilities, ability to serve, conflicts of interest and other relevant factors.</p> <p>The Company has processes in place to ensure that appropriate checks are undertaken prior to the appointment of a senior executive.</p> <p>All material information relevant to a decision on whether or not to elect or re-elect a Director will be provided to security holders in the Notice of Meeting containing the resolution to elect or re-elect a Director.</p> |
| <p><b>Recommendation 1.3</b></p> <p>A listed entity should have a written agreement with each Director and senior executive setting out the terms of their appointment.</p>   | YES    | <p>All Directors and senior executives have a written agreement in place with the Company.</p>  |
| <p><b>Recommendation 1.4</b></p> <p>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 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><b>Recommendation 1.5</b></p> <p>A listed entity should:</p> <p>(a) Have and disclose a diversity policy;</p> <p>(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</p> <p>(c) disclose in relation to each reporting period:</p> <p>(i) the measurable objectives set for that prior to achieve gender diversity;</p> <p>(ii) the entity's progress towards achieving those objectives; and</p> <p>(c) either:</p> <p>(i) 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>(ii) 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>(iii) If the entity was in the S &amp; P/ASX300 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> | YES                     | <p>a) The Company has adopted a <a href="#">Diversity Policy</a> which provides a framework for the Company to establish and achieve measurable diversity objectives, including in respect of gender diversity. The Diversity Policy allows the Board to set measurable gender diversity objectives and to assess annually both the objectives if any have been set and the Company's progress in achieving them.</p> <p>b) The Company is committed to the right to diversity, equality, respect and inclusion and recognizes the value of attracting and retaining Personnel with diverse backgrounds, knowledge, life and work experiences and abilities. The Company values diversity and equality and recognises the benefits it can bring to the organisation's ability to achieve its goals. Accordingly, the company has developed a Diversity Policy.</p> <p>c) The Company is an equal opportunity employer and makes its recruitment decisions based on the best person for the role with no discrimination on the grounds of gender or any other factor. The company is committed to be a business which is an appealing and rewarding place to work for all employees.</p> <p>d) The Company has elected not to establish targets regarding gender mix within its workforce on the grounds that, as a small business, such targets could place unreasonable restrictions on the company's ability to operate effectively.</p> <p>e) the respective proportions of women on the Board, in senior executive positions and across the whole organisation as at 31 August 2023 are set out in the following table:</p> <table data-bbox="1211 1286 2011 1444"> <tr> <th></th><th>Proportion of women (%)</th><th>Proportion of men (%)</th></tr> <tr> <td>Whole organization (inc. Board)</td><td>33%</td><td>67%</td></tr> </table> |  | Proportion of women (%) | Proportion of men (%) | Whole organization (inc. Board) | 33% | 67% |
|--|-------------------------|---|--|-------------------------|-----------------------|---------------------------------|-----|-----|
|  | Proportion of women (%) | Proportion of men (%)   |  |                         |                       |                                 |     |     |
| Whole organization (inc. Board)  | 33%                     | 67%   |  |                         |                       |                                 |     |     |

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|--|-----|--|-----------------------------|-----|-----|-------|-----|-----|
|  |     | <table> <tr> <td>Senior Management – C Level</td><td>33%</td><td>67%</td></tr> <tr> <td>Board</td><td>25%</td><td>75%</td></tr> </table>   | Senior Management – C Level | 33% | 67% | Board | 25% | 75% |
| Senior Management – C Level  | 33% | 67%  |                             |     |     |       |     |     |
| Board  | 25% | 75%  |                             |     |     |       |     |     |
| <b>Recommendation 1.6</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of the Board, its committees and individual Directors; and</li> <li>(b) disclose for each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that period.</li> </ul> | YES | <ul style="list-style-type: none"> <li>(a) The Board is responsible for evaluating the performance of the Board, its committees and individual Directors on an annual basis. This process is governed by the Board and Committee charters, which are available on the Company's <a href="#">website</a>.</li> <li>(b) This process was not undertaken during the reporting period as the Company focused upon strategic matters.</li> </ul>  |                             |     |     |       |     |     |
| <b>Recommendation 1.7</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</li> <li>(b) disclose for each reporting period, whether a performance evaluation was undertaken in accordance with that process in respect of that period.</li> </ul>   | YES | <p>The Board and the CEO are responsible for evaluating the performance of the Company's senior executives on an annual basis. The Chair on behalf of the Board, undertakes a review of the CEO's performance at least on an annual basis. Objectives are set and aligned to the overall business goals and the Company's requirements of the position. An evaluation of the CEO's performance was undertaken during the year.</p> <p>The Company's Board Charter and Remuneration &amp; Nomination Committee Charter are both available on the Company's <a href="#">website</a>.</p> <p>The performance of senior management is evaluated by the CEO through formal performance reviews undertaken on an annual basis. The individual performance of each Senior</p> |                             |     |     |       |     |     |

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|  |  | <p>Manager is reviewed against goals set in the previous year and new objectives are established for the following financial year.</p> <p>A formal performance evaluation of other senior management was not undertaken in the reporting period however the Directors have been working closely with management in conjunction with the business strategic deliverables.</p> |
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**Principle 2: Structure the Board to add value**

**Recommendation 2.1**

The Board of a listed entity should:

(a) have a nomination committee which:

(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

(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 of the entity to enable it to discharge its duties and responsibilities effectively.

YES

The Company has a Remuneration & Nomination Committee which during the 2023 financial year had primarily three members comprising, Silvio Salom (Chair) (from 11 November 2022), Kevin Moore and John Tripodi, all of whom are independent Directors.

Mrs Nicki Anderson was a member of the Committee until her resignation effective 31 August 2022. In the interim period between Mrs Anderson's resignation and Mr Salom's appointment, the committee was chaired by Mr Moore.

The Remuneration & Nomination Committee Charter is available on the Company's [website](#).

The Company's Annual Report contains details of the number of meetings held by the Committee during the reporting period and the attendance of members.

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| <b>Recommendation 2.2</b><br>A listed entity should have and disclose a Board skill matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.   | YES | The Company has a Board skills matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership. This skills matrix can be found on the Company's <a href="#">website</a> .  |
| <b>Recommendation 2.3</b><br>A listed entity should disclose:<br>(a) the names of the Directors considered by the Board to be independent Directors;<br>(b) if a Director has an interest, position, affiliation or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendation (4 <sup>th</sup> 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<br>(c) the length of service of each Director. | YES | (a) In accordance with the definition of independence in Box 2.3, and the materiality thresholds set, the persons holding directorships during the year were considered as follows: <ul style="list-style-type: none"> <li>– Mr Kevin Andrew Moore has been an independent Director since his appointment on 26 November 2020.</li> <li>– Mr Giovanni Antonio Tripodi has been an independent Director since his appointment on 25 October 2018.</li> <li>– Mr Louis John Mittoni was not classed as an independent director due to his executive position within the Company.</li> <li>– Ms Penny Cox, whose appointment took effect on 24 August 2023, is not classed as an independent director due to her executive position within the Company.</li> <li>– Mr Silvio Salom has been an independent Director since his appointment on 11 November 2022.</li> </ul> (b) The Company's Annual Report discloses the length of service of each Director, as at the end of each financial year. |
| <b>Recommendation 2.4</b><br>A majority of the Board of a listed entity should be independent Directors.  | YES | The Board comprises of a total of 4 directors, of whom 3 are considered to be independent.   |
| <b>Recommendation 2.5</b><br>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.  | NO  | Mr Kevin Andrew Moore, independent Non-Executive Director, was appointed as Chair effective from 26 November 2020. Mr Moore took on a role as Executive Chair during the period whilst the Company finalized the appointment of a new CEO.   |
| <b>Recommendation 2.6</b><br>A listed entity should have a program for inducting new Directors and periodically reviewing whether there is a need for existing Directors to undertake professional  | YES | In accordance with the Company's Remuneration & Nomination Committee Charter, the Remuneration & Nomination Committee (or, in its absence, the Board) is responsible for the approval and review of induction and continuing professional development  |

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| development maintain the skills and knowledge needed to perform their role as a Director effectively.   |     | programs and procedures for Directors to ensure that they can effectively discharge their responsibilities.   |
| <b>Principle 3: Act ethically and responsibly</b>   |     |   |
| <b>Recommendation 3.1</b><br>A listed entity should articulate and disclose its values.   | YES | The Company has a Statement of Values which articulates its values. This statement is published on the Company's <a href="#">website</a> .  |
| <b>Recommendation 3.2</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) have and disclose a code of conduct for its Directors, senior executives and employees;</li> <li>(b) ensure that the board of a committee of the board is informed of any material breaches of that code by a director or senior executive; and</li> <li>(c) any other material breaches of that code that call into question the culture of the organisation.</li> </ul> | YES | The Company's Corporate Code of Conduct applies to the Company's Directors, senior executives and employees.<br>The Company has processes in place to ensure that material breaches of the Code of Conduct are reported to the Audit and Risk Committee and Board.<br>The Company's Corporate Code of Conduct is available on the Company's <a href="#">website</a> . |
| <b>Recommendation 3.3</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) Have and disclose a whistleblower policy; and</li> <li>(b) Ensure that the board or a committee of the board is informed of any material incidents reported under that policy.</li> </ul>   | YES | The Company's Corporate Code of Conduct sets out a Whistleblower procedure, which is available on the Company's <a href="#">website</a> .<br><br>The Company has procedures in place to ensure that, in accordance with the Whistleblower Policy, the Board is informed of any material incidents reported under the policy.  |
| <b>Recommendation 3.4</b><br>A listed entity should: <ul style="list-style-type: none"> <li>(a) Have and disclose an anti-bribery and corruption policy; and</li> <li>(b) Ensure that the board or a committee of the board is informed of any material breaches of that policy.</li> </ul>   | YES | The Company has an Anti-bribery and Corruption Policy. A copy of the policy is available on the Company's <a href="#">website</a> .<br><br>The Company has procedures in place to ensure that, in accordance with the Anti-bribery and Corruption Policy, the Board is informed of any material breaches under the policy.  |
| <b>Principle 4: Safeguard integrity in financial reporting</b>  |     |   |
| <b>Recommendation 4.1</b>   |     | The Company has an Audit & Risk Committee that comprised  |



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| <p>The Board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <ul style="list-style-type: none"> <li>(i) has at least three members, all of whom are non-executive Directors and a majority of whom are independent Directors; and</li> <li>(ii) is chaired by an independent Director, who is not the Chair of the Board,</li> </ul> <p>and disclose:</p> <ul style="list-style-type: none"> <li>(iii) the charter of the committee;</li> <li>(iv) the relevant qualifications and experience of the members of the committee; and</li> <li>(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</li> </ul> <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>YES</p> | <p>primarily of three members during the period all of whom are independent non-executive Directors.</p> <p>Mr. John Tripodi, a non-executive and independent Director was a member of the committee for the period and was appointed as Chair with effect from 25 March 2019.</p> <p>Mr. Kevin Moore, an independent non-executive Director was appointed as a member of the Committee effective from 26 March 2021.</p> <p>Mr Silvo Salom, an independent non-executive Director was appointed as a member of the Committee effective from 11 November 2022.</p> <p>Ms Nicki Anderson, an independent non-executive Director was a member of the committee for the period until her resignation on 31 August 2022.</p> <p>The Audit &amp; Risk Committee Charter is available on the Company's <a href="#">website</a>.</p> <p>The relevant qualifications and experience of the members of the committee and 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><b>Recommendation 4.2</b></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</p>  | <p>YES</p> | <p>The Company's Audit &amp; Risk Committee Charter requires the Committee to review and make a recommendation to the Board to approve the Company's annual and half-yearly financial reports.</p> <p>Prior to the Board approving the half yearly and annual financial statements, the Company obtains a declaration from the CEO and CFO on these terms.</p>   |



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| <b>Recommendation 4.3</b><br>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.                    | YES | The Company has implemented a process whereby all periodic corporate reports that are not subject to external audit processes are prepared and reviewed initially by the management team with the Audit and Risk Committee then undertaking a secondary review of the reporting and content prior to submission to the Board for approval. |
| <b>Principle 5: Make timely and balanced disclosure</b>  |     |  |
| <b>Recommendation 5.1</b><br>A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under the Listing Rules under listing rule 3.1.  | YES | The Continuous Disclosure Policy provides details of the Company's disclosure requirements as required by the ASX Listing Rules and other relevant legislation. The Continuous Disclosure Policy is available on the Company <a href="#">website</a> .   |
| <b>Recommendation 5.2</b><br>A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.   | YES | The Company has processes in place to ensure that its board receives copies of all material market announcements promptly after they have been made.   |
| <b>Recommendation 5.3</b><br>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. | YES | The Company ensures that all presentation materials given to new and substantive investors or analysts are released on the ASX Market Announcements Platform ahead of the presentation.  |
| <b>Principle 6: Respect the rights of security holders</b>   |     |  |
| <b>Recommendation 6.1</b><br>A listed entity should provide information about itself and its governance to investors via its website.  | YES | Information about the Company and its governance is available in the Corporate Governance Charters, Policies and Procedures which can be found on the Company's <a href="#">website</a> .  |
| <b>Recommendation 6.2</b><br>A listed entity should have an investor relations program that facilitate effective two-way communication with  | YES | The Company has adopted a Communications Policy which aims to promote and facilitate effective two-way communication with investors. The Policy outlines a range of ways in which information is communicated to shareholders and  |

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| investors.   |     | is available on the Company's <a href="#">website</a> .   |
| <b>Recommendation 6.3</b><br>A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.  | YES | Shareholders are encouraged to participate at all general meetings and AGMs of the Company.<br>The Board encourages shareholders to attend the AGM or to vote directly or by proxy if they are unable to attend.<br>Shareholders are also invited to submit questions prior to the AGM, which may be addressed by the Chair or CEO in their addresses.  |
| <b>Recommendation 6.4</b><br>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.   | YES | The Company ensures that all substantive resolutions at a meeting of security holders are decided by a poll rather than a show of hands as was the case at the Annual General Meeting conducted by the Company on 7 December 2022.  |
| <b>Recommendation 6.5</b><br>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.  | YES | The Communications Policy provides that security holders can register with the Company to receive communications including the Annual Report and General Meeting Notices. Links are made available to the Company's website on which all information provided to the ASX is immediately posted.<br><br>Shareholders are encouraged to receive communications from and send communications to the Company and its share registrar electronically.                            |
| <b>Principle 7: Recognise and manage risk</b>  |     |   |
| <b>Recommendation 7.1</b><br>The Board of a listed entity should:<br>(a) have a committee or committees to oversee risk, each of which:<br>(i) has at least three members, a majority of whom are independent Directors; and<br>(ii) is chaired by an independent Director,<br>and disclose: | YES | The Company has an Audit & Risk Committee that comprised primarily of three members during the period all of whom are independent non-executive Directors.<br><br>Mr. John Tripodi, a non-executive and independent Director was a member of the committee for the period and was appointed as Chair with effect from 25 March 2019.<br><br>Mr. Kevin Moore, an independent non-executive Director was appointed as a member of the Committee effective from 26 March 2021. |

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| <p>(iii) the charter of the committee;</p> <p>(iv) the members of the committee; and</p> <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 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> |     | <p>Mr Silvo Salom, an independent non-executive Director was appointed as a member of the Committee effective from 11 November 2022.</p> <p>Ms Nicki Anderson, an independent non-executive Director was a member of the committee for the period until her resignation on 31 August 2022.</p> <p>The Audit &amp; Risk Committee Charter is available on the Company's <a href="#">website</a>.</p> <p>The Committee is responsible for:</p> <ul style="list-style-type: none"> <li>- the company's ongoing risk management program effectively identifies areas of potential risk;</li> <li>- adequate policies and procedures are designed and implemented to manage identified risks; and</li> <li>- appropriate remedial action is undertaken to redress areas of weakness.</li> </ul> |
| <p><b>Recommendation 7.2</b></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>The Audit and Risk Committee and management reviewed the Company's Risk Management Framework during the reporting period with the revised Framework and Risk Matrix presented to the board early in FY24 for review and so that the Board could 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.</p>  |
| <p><b>Recommendation 7.3</b></p> <p>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 risk management and internal control processes.</p>   | YES | <p>The Company does not have an internal audit function. The Board works closely with the Management Team to identify and manage operational, financial and compliance risks which could prevent the Company from achieving its objectives. The Audit &amp; Risk Committee actively encourages the External Auditor to raise internal control issues and oversees management's timely remediation thereof.</p>   |

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|  |     | The internal audit function is absorbed within the head office finance function. The finance function can conduct internal control reviews and assessments as and when required by the Audit & Risk Committee.  |
| <b>Recommendation 7.4</b><br>A listed entity should disclose whether it has any material exposure to environmental and social risks and if it does, how it manages or intends to manage those risks.   | YES | The Company is not subject to any particular or significant single economic, environmental and social sustainability risk. The Company is subject to a range of general economic risks, including macro-economic risks, government polity, general business conditions, changes in technology and many other factors.<br><br>The Risk Management Policy is available on the Company <a href="#">website</a> .   |
| <b>Principle 8: Remunerate fairly and responsibly</b>  |     |   |
| <b>Recommendation 8.1</b><br>The Board of a listed entity should:<br>(a) have a remuneration committee which:<br>(i) has at least three members, a majority of whom are independent Directors; and<br>(ii) is chaired by an independent Director, and disclose:<br>(iii) the charter of the committee;<br>(iv) the members of the committee; and<br>(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<br>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. | YES | The Company has a Remuneration & Nomination Committee which during the 2023 financial year had primarily three members comprising, Silvio Salom (Chair) (from 11 November 2022), Kevin Moore and John Tripodi, all of whom are independent Directors.<br><br>Mrs Nicki Anderson was a member of the Committee until her resignation effective 31 August 2022. In the interim period between Mrs Anderson's resignation and Mr Salom's appointment, the committee was chaired by Mr Moore.<br><br>The Remuneration & Nomination Committee Charter is available on the Company's <a href="#">website</a> .<br><br>The Company's Annual Report contains details of the number of meetings held by the Committee during the reporting period and the attendance of members. |

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| <p><b>Recommendation 8.3</b></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> | <p>YES</p> | <p>The Company has a Securities Trading Policy to govern trading in Company shares by Directors and employees.</p> <p>A copy of the Securities Trading Policy is available on the Company's <a href="#">website</a>.</p> |
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