

PEXA Group Limited ACN 629 193 764

CORPORATE GOVERNANCE STATEMENT

The Board of Directors of PEXA Group Limited (“PEXA” or the “Company”) recognises that a strong corporate governance culture underpins sustainable value creation for shareholders.

This Corporate Governance Statement sets out the Company's current compliance with the fourth edition of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (“Principles and Recommendations”). The information contained in this statement covers the period commencing on 1 July 2021 (being the date of listing) to the date of approval by the Board.

The Company currently has in place corporate governance policies and charters which have been posted in a dedicated corporate governance information section on the Company's website at [Investor Centre | PEXA](#).

This statement was approved by the Board on 27 September 2021.

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
1.	LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT		
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	Yes	The respective roles and responsibilities of the Board and management are defined under the Board Charter, a copy of which is available on the Company's website at Investor Centre PEXA . There is a clear delineation between the Board's responsibility for the Company's strategy and activities, and the day-to-day management of operations conferred upon officers of the Company.
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (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.	Yes	The process for selection, appointment, and re-appointment of directors is detailed in the Remuneration, Nomination and People Committee Charter, a copy of which is available on the Company's website at Investor Centre PEXA . The Company undertakes appropriate checks before appointing a person, or putting forward to shareholders a candidate for election, as a director. The Company will provide shareholders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director. These details are included in the Notice of Annual General Meeting sent to shareholders in relation to the items of business for the election or re-election of directors.
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	Yes	The Company requires each director and senior executive to execute a formal letter of appointment and/or employment agreement (as applicable), setting out the terms of appointment, duties, responsibilities and remuneration.
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.	Yes	The company secretary is Andrew Metcalfe. The company secretary reports directly to the Chair of the Board. The role of the company secretary is outlined in the Board Charter, a copy of which is available on the Company's website at Investor Centre PEXA

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1.	LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT		
			The company secretary also acts as the Company's ASX Listing Rule 12.6 Representative responsible for communication with the ASX in relation to listing rule matters.
1.5	<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>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <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 and published under that 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>	Yes	<p>The Company has adopted a Diversity & Inclusion Policy, a copy of which is available on the Company's website at Investor Centre PEXA</p> <p>The Company's Diversity & Inclusion Policy requires the Board to measure the effectiveness of policies that have been established to assist the Company in achieving gender diversity in the composition of its board, senior executives and workforce generally, and provides for delegation to the Remuneration, Nomination and People Committee to review the Company's progress in meeting these objectives.</p> <p>As at the date of listing on ASX, two of the seven directors (29%) are women. The Board's current objective is to maintain at least this level of female representation on the Board and will regularly review its diversity objectives.</p> <p>The Company will report on its progress towards achieving those objectives in its future annual reports.</p> <p>The PEXA Group is a 'relevant employer' under the Workplace Gender Equality Act 2012 and its most recent public report to The Workplace Gender Equality Agency (WGEA) is available on WGEA's website at www.wgea.gov.au/public-report. The Company's Australian employing subsidiary is Property Exchange Australia Ltd.</p> <p>The Company was not included in the S&P / ASX 300 index at the commencement of the reporting period or as at the date of this statement.</p>

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
1.	LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT		
1.6	<p>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>Under the Board Charter, the Board is required to, at least annually, review and evaluate the performance of the Board, its Committees, and individual directors against the relevant charters, corporate governance policies, and agreed goals and objectives (as applicable), including any policies concerned with the remuneration of any employee.</p> <p>The Board comprise of 5 directors appointed in May and June 2021 after the Company completed an assessment of the skill, experience and expertise required for its Board of directors prior to the issue of its Replacement Prospectus on 21 June 2021 and being admitted to listing status on ASX on 1 July 2021.</p> <p>The Company will provide details on the performance evaluation undertaken in its future annual reports.</p>
1.7	<p>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> <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>Under the Board Charter, the Board is responsible for reviewing, at least annually, the performance of its senior executives against agreed goals and objectives.</p> <p>Prior to being admitted to listing status on ASX on 1 July 2021 the Company did not undertake a performance review of its senior executives. The Company will provide details on the performance evaluation undertaken in its future annual reports.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (Yes/No)	EXPLANATION
2.	STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE	
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <ol style="list-style-type: none"> (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) 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 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>	<p>Yes</p> <p>The Board has established a Remuneration, Nomination and People Committee to oversee the selection and appointment practices of the Company.</p> <p>The Remuneration, Nomination and People Committee is governed by a Remuneration, Nomination and People Committee Charter, which is available on the Company's website at Investor Centre PEXA</p> <p>The Remuneration, Nomination and People Committee consists solely of non-executive directors, a majority of whom are independent directors.</p> <p>The Remuneration, Nomination and People Committee is chaired by Dr. Kirstin Ferguson, an independent non-executive director.</p> <p>The members of the Remuneration, Nomination and People Committee are Dr Kirstin Ferguson, Mark Joiner, Melanie Willis and Vivek Bhatia.</p> <p>The Company will provide updates to these details and the number of times the committee met and the individual attendances of members at those meetings in its future annual reports.</p>
2.2	<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>	<p>Yes</p> <p>The Company's Remuneration, Nomination and People Committee is responsible for regularly evaluating the balance of skills, knowledge and experience on the Board to ensure that the Board can discharge its duties and responsibilities effectively and to identify any gaps in the skills or experience of the Board.</p> <p>The Company will perform a Board skills matrix analysis every two years or as otherwise required (e.g. upon nomination/appointment or resignation of a director).</p>

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
			The Company has disclosed its Board skills matrix in its Prospectus at Investor Centre PEXA and will provide updates to the Board's skills matrix in its future annual reports.
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 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>	Yes	<p>The Company assesses the independence of its directors against the independence criteria set out under this Recommendation, which are reflected in the Board Charter.</p> <p>Director independence is initially assessed upon each director's appointment and will be reviewed annually, or as required when a new personal interest or conflict of interest is disclosed. Directors are required to disclose all actual or potential conflicts of interest on an ongoing basis.</p> <p>The Board considers that each of Dr Kirstin Ferguson, Melanie Willis and Mark Joiner are independent directors under ASX corporate governance independence guidelines.</p> <p>The following directors are not considered by the Board to be independent directors under ASX corporate governance independence guidelines:</p> <ul style="list-style-type: none"> • Chief Executive Officer, Glenn King, because of his executive role in the Company. • Paul Rickard, Vivek Bhatia and John Hawkins on the basis that they are nominee directors of the major shareholders of the Company. <p>The length of service of each director on the Board is as follows:</p> <ul style="list-style-type: none"> • John Hawkins: 4 October 2018 - present • Glenn King: 3 December 2019 - present • Mark Joiner: 3 May 2021 - present

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
			<ul style="list-style-type: none"> • Dr Kirstin Ferguson: 11 June 2021 - present • Melanie Willis: 11 June 2021 - present • Paul Rickard: 11 June 2021 - present • Vivek Bhatia: 11 June 2021 – present <p>The Company has disclosed these details in its Prospectus at Investor Centre PEXA and will provide updates to these details in its future annual reports.</p>
2.4	A majority of the board of a listed entity should be independent directors.	No	<p>The Company has a total of 7 directors, of which 3 are independent and 4 are not independent.</p> <p>The Company has provided further disclosure of these details in section 6.5 of its Prospectus at Investor Centre PEXA.</p>
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.	Yes	<p>The Chair of the Board is Mr Mark Joiner, who is an independent director.</p> <p>The Chief Executive Officer is Mr Glenn King.</p> <p>The roles of Chair and Chief Executive Officer are not exercised by the same individual.</p>
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.	Yes	<p>The Company's Remuneration, Nomination and People Committee is responsible for establishing and facilitating an induction program for new directors with all such information and advice which may be considered necessary or desirable for the director to commence their appointment to the Board.</p> <p>The Company's Remuneration, Nomination and People Committee also provides for continuing education for directors for the purpose of updating and maintaining their skills and knowledge to perform their roles as directors effectively.</p>

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
3	INSTILL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY		
3.1	A listed entity should articulate and disclose its values.	Yes	The Company's has disclosed its statement of values on the Company's website at Investor Centre PEXA
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	Yes	The Company has adopted a Code of Conduct and Ethics, which applies to all directors, senior executives, employees, contractors and representatives of the Company and is available on the Company's website at Investor Centre PEXA . If there are any material breaches of the Code of Conduct and Ethics, such breaches are brought to the attention of the Board or a committee of the Board.
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	Yes	The Company has adopted a Whistleblower Policy, which is available on the Company's website at Investor Centre PEXA If there are any material incidents reported under the Whistleblower Policy, such incidents are brought to the attention of the Board or a committee of the Board.
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	Yes	The Company has adopted an Anti-bribery and Corruption Policy, which applies to all directors, senior executives, employees, contractors and representatives of the Company and is available on the Company's website at Investor Centre PEXA If there are any material breaches of the Anti-bribery and Corruption Policy, such breaches are brought to the attention of the Board or a committee of the Board.

PRINCIPLES AND RECOMMENDATIONS	COMPLY (Yes/No)	EXPLANATION
4	SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS	
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <ol style="list-style-type: none"> (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, <p>and disclose:</p> <ol style="list-style-type: none"> (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (5) 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>(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>Listing Rule 12.7 provides that a listed entity that is included in the S&P/ASX 300 index must comply with the Recommendation above in relation to the composition of the operation of the audit committee.</p>	<p>Yes</p> <p>The Company has established a combined Audit and Risk Committee to oversee the management of financial and internal risks.</p> <p>The Audit and Risk Committee is governed by the Audit and Risk Committee Charter, which is available on the Company's website at Investor Centre PEXA.</p> <p>The Audit and Risk Committee consists solely of non-executive directors, a majority of whom are independent.</p> <p>The Audit and Risk Committee is chaired by Melanie Willis, an independent non-executive director of the Board who is not the Chair of the Board.</p> <p>The members of the Audit and Risk Committee are Dr Kirstin Ferguson, Melanie Willis, Mark Joiner, John Hawkins and Paul Rickard.</p> <p>All Audit and Risk Committee members are literate in financial and risk matters and have a deep understanding of the industries in which the Company operates, to enable them to discharge the Audit and Risk Committee's mandate effectively. Several members have accounting, risk and/or financial expertise.</p> <p>The Company has disclosed the relevant qualifications and experience of the members of the Audit and Risk Committee in its Annual Report and in its Prospectus at Investor Centre PEXA and will provide updates to these details and the number of times the committee met and the individual attendances of members at those meetings in its future annual reports.</p> <p>The Company was not included in the S&P / ASX 300 index at the commencement of the reporting period or as at the date of this statement.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (Yes/No)	EXPLANATION
4 SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS		
4.2 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, in their opinion, 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.	Yes	Prior to Board approval of the Company's annual financial reports, the Chief Executive Officer and the Chief Financial Officer must provide the Board with the declarations required under section 295A of the Corporations Act and this Recommendation. An equivalent declaration is also provided prior to the Board's approval of the Company's half-year financial reports, consistent with this 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.	Yes	The Company has a review process which includes verification testing of content and review and sign-off by the Chief Executive Officer and the Chief Financial Officer, prior to the Board formally approving the release of material public information, including periodic corporate reports that are not audited or reviewed by the external auditor. The process followed is specific to the nature of the relevant announcement or report and includes review by the relevant subject matter expert and review against source documentation and relevant regulations.

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
5	MAKE TIMELY AND BALANCED DISCLOSURE		
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	Yes	<p>The Company has adopted a Continuous Disclosure Policy, which is available on its website at Investor Centre PEXA. The Company is committed to taking a proactive approach to continuous disclosure and creating a culture within the Company that promotes and facilitates compliance with the Company's continuous disclosure obligations.</p> <p>The Company has appointed the Company Secretary as the reporting officer and the ASX liaison officer. However, the Board retains ultimate responsibility for compliance with the Company's continuous disclosure obligations.</p>
5.2	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 in place processes to ensure that all directors receive copies of all market announcements released to the ASX.
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.	Yes	The Company's Continuous Disclosure Policy provides that a copy of any new and substantive investor or analyst presentation materials will be released to the ASX market announcements platform ahead of the presentation.

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
6	RESPECT THE RIGHTS OF SECURITY HOLDERS		
6.1	A listed entity should provide information about itself and its governance to investors via its website.	Yes	<p>The Company provides investors with comprehensive and timely access to information about itself and its governance on its website at Investor Centre PEXA including (i) names, photographs and brief biographical information for each of its directors and senior executives, (ii) copies of the Company's Constitution, Board and committee charters, (iii) a statement of the Company's values and (iv) key corporate governance policies.</p> <p>The Company also posts its annual report and all other ASX releases (including notices of meeting, presentations and analyst and media briefings) on its website.</p>
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	Yes	<p>The Company has adopted a Shareholder Communications Policy for shareholders wishing to communicate with the Board, a copy of which is available on the Company's website at Investor Centre PEXA.</p> <p>The Company seeks to use numerous modes of communication, including electronic communication, to ensure that its communication with shareholders is frequent and done with ease.</p>
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	Yes	<p>The Company has adopted a Shareholder Communications Policy for shareholders wishing to communicate with the Board, a copy of which is available on the Company's website at Investor Centre PEXA.</p> <p>All shareholders are invited to attend the Company's annual general meetings either in person or by representative. Shareholders have an opportunity to submit questions to the Board or the Company's external auditor.</p>

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
6	RESPECT THE RIGHTS OF SECURITY HOLDERS		
			The Company seeks to utilise numerous modes of communication, including electronic communication, to facilitate and encourage participation at meetings of security holders.
6.4	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.		The Company will ensure a poll is used for the determination of substantive resolutions at a meeting of security holders.
6.5	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	<p>The Company encourages shareholders to submit questions or requests for information directly to the Company via the Company's website at Investor Centre PEXA.</p> <p>The Company also encourages shareholders to submit any questions related to their shareholdings in the Company to the Company's share registry, whose details are available on the Company's website at Investor Centre PEXA.</p> <p>Shareholders will be able to submit proxies in various ways including online.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (Yes/No)	EXPLANATION
7	RECOGNISE AND MANAGE RISK	
7.1	<p>The board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <ol style="list-style-type: none"> (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) 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 processes it employs for overseeing the entity's risk management framework.</p>	<p>Yes</p> <p>The Company has established a combined Audit and Risk Committee to oversee the management of financial and internal risks.</p> <p>The Audit and Risk Committee is governed by the Audit and Risk Committee Charter, which is available on the Company's website at Investor Centre PEXA The Audit and Risk Committee consists solely of non-executive directors, a majority of whom are independent.</p> <p>The Audit and Risk Committee is chaired by Melanie Willis, an independent non-executive director of the Board who is not the Chair of the Board.</p> <p>The members of the Audit and Risk Committee are Dr Kirstin Ferguson, Melanie Willis, Mark Joiner, John Hawkins and Paul Rickard.</p> <p>The Company will provide the number of times the committee met and the individual attendances of members at those meetings in its future annual reports.</p>
7.2	<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>	<p>Yes</p> <p>The Company regularly evaluates the effectiveness of its risk management framework to ensure that its internal control systems and processes are monitored and updated on an ongoing basis.</p> <p>The division of responsibility between the Board, Audit and Risk Committee and management aims to ensure that specific responsibilities for risk management are clearly communicated and understood.</p> <p>The Risk and Compliance Obligations Management Policy provides for regular reporting to the Board which supplements the Company's quality system, complaint handling processes and standard operating procedures which are all designed to address various forms of risks.</p>

PRINCIPLES AND RECOMMENDATIONS		COMPLY (Yes/No)	EXPLANATION
7	RECOGNISE AND MANAGE RISK		
			The Company will provide details on whether such a review has taken place in its future annual reports.
7.3	<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 governance, risk management and internal control processes.</p>	Yes	The Company has an internal audit function. The Audit and Risk Committee is responsible for monitoring the internal audit function in accordance with the Company's Risk and Compliance Obligations Management Policy. The Audit and Risk Committee is responsible for reviewing the effectiveness of the Company's internal control regarding all matters affecting the company's financial performance and financial reporting, including information technology security and control and internal auditing.
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.	Yes	<p>The Audit and Risk Committee is responsible for reviewing whether the Company has any material exposure to any economic, environmental and social sustainability risks, and if so, to develop strategies to manage such risks, and present such strategies to the Board.</p> <p>The Company has disclosed its exposure to material environmental or social risks in its Prospectus at Investor Centre PEXA and will provide updates to that disclosure in its future annual reports.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (Yes/No)	EXPLANATION	
8	REMUNERATE FAIRLY AND RESPONSIBLY		
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <ol style="list-style-type: none"> (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) 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 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>Listing Rule 12.8 provides that a listed entity included in the S&P/ASX 300 index must have a remuneration committee comprised solely of non-executive directors.</p>	Yes	<p>The Board has established a Remuneration, Nomination and People Committee to oversee the selection and appointment practices of the Company.</p> <p>The Remuneration, Nomination and People Committee is governed by the Remuneration, Nomination and People Committee Charter, which is available on the Company's website at Investor Centre PEXA.</p> <p>The Remuneration, Nomination and People Committee consists solely of non-executive directors, a majority of whom are independent directors.</p> <p>The Remuneration, Nomination and People Committee is chaired by Dr Kirstin Ferguson, an independent non-executive director of the Board.</p> <p>The members of the Remuneration, Nomination and People Committee are Vivek Bhatia, Dr Kirstin Ferguson, Melanie Willis and Mark Joiner.</p> <p>The Company will provide details as to the number of times the Committee met and the individual attendances of members at those meetings in its future annual reports.</p> <p>The Company was not included in the S&P / ASX 300 index at the commencement of the reporting period or as at the date of this statement.</p>
8.2	<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>	Yes	<p>The Remuneration, Nomination and People Committee is responsible for making recommendations to the Board in relation to the Company's policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives, separately.</p> <p>The Company has disclosed its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive</p>

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8	REMUNERATE FAIRLY AND RESPONSIBLY	
		<p>directors and other senior executives in its Prospectus at Investor Centre PEXA and will provide updates to that disclosure in its future annual reports.</p> <p>The non-executive aggregate director fee cap of \$2 million will be reviewed from time to time and any proposed increase in the cap will be put to shareholders for approval.</p>
8.3	<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 adopted a Securities Trading Policy which provides that participants must not, without prior written approval by the relevant person specified in the Policy, engage in hedging arrangements, deal in derivatives or enter into other arrangements which vary economic risk related to the Company's securities.</p> <p>A copy of the Securities Trading Policy is available on the Company's website at Investor Centre PEXA.</p>