

## Appendix 4G

### Key to Disclosures Corporate Governance Council Principles and Recommendations

Name of entity

Objective Corporation Limited

ABN/ARBN

16 050 539 350

Financial year ended:

30 June 2025

Our corporate governance statement<sup>1</sup> for the period above can be found at:<sup>2</sup>

- These pages of our annual report:
- This URL on our website: <https://www.objective.com.au/about/investors#governance>

The Corporate Governance Statement is accurate and up to date as at 23 October 2025 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.<sup>3</sup>

Date: 23 October 2025

Name of authorised officer  
authorising lodgement: Ben Tregoning

<sup>1</sup> "Corporate governance statement" is defined in Listing Rule 19.12 to mean the statement referred to in Listing Rule 4.10.3 which discloses the extent to which an entity has followed the recommendations set by the ASX Corporate Governance Council during a particular reporting period.

Listing Rule 4.10.3 requires an entity that is included in the official list as an ASX Listing to include in its annual report either a corporate governance statement that meets the requirements of that rule or the URL of the page on its website where such a statement is located. The corporate governance statement must disclose the extent to which the entity has followed the recommendations set by the ASX Corporate Governance Council during the reporting period. If the entity has not followed a recommendation for any part of the reporting period, its corporate governance statement must separately identify that recommendation and the period during which it was not followed and state its reasons for not following the recommendation and what (if any) alternative governance practices it adopted in lieu of the recommendation during that period.

Under Listing Rule 4.7.4, if an entity chooses to include its corporate governance statement on its website rather than in its annual report, it must lodge a copy of the corporate governance statement with ASX at the same time as it lodges its annual report with ASX. The corporate governance statement must be current as at the effective date specified in that statement for the purposes of Listing Rule 4.10.3.

Under Listing Rule 4.7.3, an entity must also lodge with ASX a completed Appendix 4G at the same time as it lodges its annual report with ASX. The Appendix 4G serves a dual purpose. It acts as a key designed to assist readers to locate the governance disclosures made by a listed entity under Listing Rule 4.10.3 and under the ASX Corporate Governance Council's recommendations. It also acts as a verification tool for listed entities to confirm that they have met the disclosure requirements of Listing Rule 4.10.3.

The Appendix 4G is not a substitute for, and is not to be confused with, the entity's corporate governance statement. They serve different purposes and an entity must produce each of them separately.

<sup>2</sup> Tick whichever option is correct and then complete the page number(s) of the annual report, or the URL of the web page, where your corporate governance statement can be found. You can, if you wish, delete the option which is not applicable.

<sup>3</sup> Throughout this form, where you are given two or more options to select, you can, if you wish, delete any option which is not applicable and just retain the option that is applicable. If you select an option that includes "OR" at the end of the selection and you delete the other options, you can also, if you wish, delete the "OR" at the end of the selection.

See notes 4 and 5 below for further instructions on how to complete this form.

## ANNEXURE – KEY TO CORPORATE GOVERNANCE DISCLOSURES

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
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.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: <a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

<sup>4</sup> Tick the box in this column only if you have followed the relevant recommendation **in full** for the **whole** of the period above. Where the recommendation has a disclosure obligation attached, you must insert the location where that disclosure has been made, where indicated by the line with “*insert location*” underneath. If the disclosure in question has been made in your corporate governance statement, you need only insert “our corporate governance statement”. If the disclosure has been made in your annual report, you should insert the page number(s) of your annual report (eg “pages 10-12 of our annual report”). If the disclosure has been made on your website, you should insert the URL of the web page where the disclosure has been made or can be accessed (eg “www.entityname.com.au/corporate-governance/charters/”).

<sup>5</sup> If you have followed all of the Council’s recommendations **in full** for the **whole** of the period above, you can, if you wish, delete this column from the form and re-format it.

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<p>1.5 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&amp;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><input type="checkbox"/></p> <p>and we have disclosed a copy of our diversity policy at:</p> <p>.....</p> <p>[insert location]</p> <p>and we have disclosed the information referred to in paragraph (c) at:</p> <p>.....</p> <p>[insert location]</p> <p>and if we were included in the S&amp;P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
<p>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>	<p><input type="checkbox"/></p> <p>and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>.....</p> <p>[insert location]</p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p>.....</p> <p>[insert location]</p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

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Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
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>	<p><input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>.....  <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>                      .....                      and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p>.....  <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>                      .....</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

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<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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> <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><input type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at:</p> <p>.....</p> <p><i>[insert location]</i></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>.....</p> <p><i>[insert location]</i></p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed the fact that we do not have a nomination committee and the processes we employ 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 at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</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><input checked="" type="checkbox"/></p> <p>and we have disclosed our board skills matrix at:</p> <p>.....</p> <p><a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

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## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (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 (c) the length of service of each director.	<input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors at: ..... <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a> and, where applicable, the information referred to in paragraph (b) at: ..... <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a> and the length of service of each director at: ..... <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
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.	<input type="checkbox"/>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

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<b>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our values at: <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at: <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at: <a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at: <a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a>	<input type="checkbox"/> set out in our Corporate Governance Statement

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Key to Disclosures Corporate Governance Council Principles and Recommendations

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<b>PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(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> <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><input type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at:</p> <p>.....</p> <p><i>[insert location]</i> and the information referred to in paragraphs (4) and (5) at:</p> <p>.....</p> <p><i>[insert location]</i> <i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed the fact that we do not have an audit committee and the processes we employ that independently verify and safeguard the integrity of our corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner at:</p> <p>.....</p> <p><i>[insert location]</i></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement</p>
4.2	<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, 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.</p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
4.3	<p>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>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

## Key to Disclosures Corporate Governance Council Principles and Recommendations

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<b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: ..... <a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
<b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b>			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: ..... <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders at: ..... <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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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.	<input checked="" type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement
<b>PRINCIPLE 7 – RECOGNISE AND MANAGE RISK</b>			
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> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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> <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><input type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i> and we have disclosed a copy of the charter of the committee at: ..... <i>[insert location]</i> and the information referred to in paragraphs (4) and (5) at: ..... <i>[insert location]</i> <i>[If the entity complies with paragraph (b):]</i> and we have disclosed the fact that we do not have a risk committee or committees that satisfy (a) and the processes we employ for overseeing our risk management framework at: ..... <i>[insert location]</i></p>	<input checked="" type="checkbox"/> set out in our Corporate Governance Statement
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><input checked="" type="checkbox"/></p> <p>and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at: ..... <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a></p>	<input type="checkbox"/> set out in our Corporate Governance Statement

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Key to Disclosures Corporate Governance Council Principles and Recommendations

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7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (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.	<input checked="" type="checkbox"/> and we have disclosed how our internal audit function is structured and what role it performs at: <a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a> .....	<input type="checkbox"/> set out in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to environmental and social risks at: <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a> and, if we do, how we manage or intend to manage those risks at: <a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a>	<input type="checkbox"/> set out in our Corporate Governance Statement

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Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</b>			
8.1	<p>The board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(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> <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><input type="checkbox"/></p> <p><i>[If the entity complies with paragraph (a):]</i></p> <p>and we have disclosed a copy of the charter of the committee at:</p> <p>.....</p> <p><i>[insert location]</i></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>.....</p> <p><i>[insert location]</i></p> <p><i>[If the entity complies with paragraph (b):]</i></p> <p>and we have disclosed the fact that we do not have a remuneration committee and the processes we employ 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>.....</p> <p><i>[insert location]</i></p>	<p><input checked="" type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</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>	<p><input checked="" type="checkbox"/></p> <p>and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at:</p> <p>.....</p> <p><a href="https://www.objective.com.au/about/investors#governance">https://www.objective.com.au/about/investors#governance</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</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><input checked="" type="checkbox"/></p> <p>and we have disclosed our policy on this issue or a summary of it at:</p> <p>.....</p> <p><a href="https://www.objective.com/company-policies">https://www.objective.com/company-policies</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES</b>			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at: ..... [insert location]	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable
<b>ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES</b>			
-	<i>Alternative to Recommendation 1.1 for externally managed listed entities:</i> The responsible entity of an externally managed listed entity should disclose: (a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and (b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.	<input type="checkbox"/> and we have disclosed the information referred to in paragraphs (a) and (b) at: ..... [insert location]	<input type="checkbox"/> set out in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <u>in full</u> for the <u>whole</u> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have NOT followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	<p><input type="checkbox"/></p> <p>and we have disclosed the terms governing our remuneration as manager of the entity at:</p> <p>.....</p> <p>[insert location]</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>

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# Objective



## CORPORATE GOVERNANCE STATEMENT

2025

**OBJECTIVE CORPORATION LIMITED (ASX:OCL)**

**ABN: 16 050 539 350**

Version: 1.0

Date: 23 October 2025

For perso

This corporate governance statement of Objective Corporation Limited (**Objective** or **Company**) has been prepared in accordance with the 4<sup>th</sup> Edition of the Australian Securities Exchange's (**ASX**) Corporate Governance Principles and Recommendations of the ASX Corporate Governance Council (**ASX Principles and Recommendations**). The listing rule requires the Company to disclose the extent to which it has followed the recommendations during the financial year, including reasons where the Company has not followed a recommendation and any related alternative governance practice adopted.

The ASX Principles and Recommendations and the Company's response as to how and whether it follows the recommendations are set out below.

The Board at Objective Corporation Limited aspire to the highest standards of corporate governance that could be deemed appropriate for a Company the size of Objective Corporation Limited, the extent of its activities and the number of directors.

This Statement is current as at 23 October 2025 and has been approved by the Board of Directors.

## PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

**Recommendation 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.**

The Board's primary role is the protection and enhancement of long-term shareholder value. A copy of the Company's Board Charter is available on Objective's website: <https://www.objective.com/company-policies>.

The Directors take ultimate responsibility for corporate governance and operate in accordance with the Company's Constitution, ASX Rules, the Corporations Act, and other applicable laws, which they accomplish by:

- setting and monitoring organisational performance;
- providing leadership and setting the strategic objectives of the Company;
- reviewing and approving corporate strategies, the annual budget and financial plans;
- establishing corporate governance and ethical business standards;
- monitoring financial performance and budgets; and
- reporting to and communicating with shareholders.

The Board has delegated responsibility for the operation and administration of the Company and its controlled entities to its Chief Executive Officer. Day to day management of the Company has also been delegated to other senior executives (**management**). The Company's management is responsible for the following:

- implementing the strategic objectives set by the Board;
- day to day running of the Company;
- managing the Company's reputation and operating performance; and
- providing the Board with accurate, timely and clear information to enable the Board to perform their responsibilities.

Management personnel have their roles and responsibilities defined in specific position descriptions. They each have formal agreements governing their employment which is reviewed annually.

**Recommendation 1.2 - A listed entity should:**

- a. undertake appropriate checks before appointing a person, or putting forward to security holders a candidate 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.**

When a vacancy exists, through whatever cause, or where it is considered that the Board would benefit from the services of a new director with particular skills, the Board then determines the selection criteria for the position based on the skills deemed necessary for the Board to best carry out its responsibilities. The Board identifies potential candidates with advice from an external consultant where necessary. The Board undertakes comprehensive reference checks that cover elements such as the person's character, experience, employment history, qualifications, criminal history, bankruptcy history, and disqualified officer status. Directors are required to declare each year that they have not been disqualified from holding the office of director by the Australian Securities and Investments Commission (**ASIC**).

The Board then appoints the most suitable candidate who must stand for election at the next general meeting of shareholders. The Board provides to shareholders for their consideration information about each candidate standing for election or re-election as a director that the Board considers necessary for shareholders to make a fully informed decision. Such information includes the person's biography, which include experience and qualifications, details of other directorships, adverse information about the person that the Board is aware of including material that may affect the person's ability to act independently on matters before the Board, and whether the Board supports the appointment.

Directors (other than the Chief Executive Officer) are subject to re-election at least every three years.

All new directors will take part in an induction program to educate new directors on the Company's business and allow them to fully participate in the Board decision making at the earliest opportunity. Directors are given access to opportunities to update and enhance their skills and knowledge.

**Recommendation 1.3 - A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.**

The terms of the appointment of a non-executive director are set out in writing and cover matters such as the term of appointment, time commitment envisaged, required committee work and other special duties, requirements to disclose their relevant interests which may affect independence, corporate policies and procedures, indemnities, and remuneration entitlements.

Executive directors and senior executives are issued with service contracts which detail the above matters as well as the person or body to whom they report, the circumstances in which their service may be terminated (with or without notice), and any entitlements upon termination.

**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.**

The Company Secretary reports directly to the Board and is accessible to all directors. The Company Secretary's role includes advising the Board on governance matters, monitoring compliance of the Board with policies and procedures, coordinating all Board business, retaining independent professional advisors, ensuring that the business at Board and audit committee meetings is accurately minuted. The Company Secretary is Ben Tregoning, who was appointed on 14<sup>th</sup> October 2016.

**Recommendation 1.5 - A listed entity should:**

- 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:**
  - 1. the measurable objectives set for that period to achieve gender diversity;**
  - 2. the entity's progress towards achieving those objectives; and**
  - 3. either:**
    - 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**
    - 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.**

**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.**

The Company's diversity policy is set out in its Diversity and Equality Policy, which is available on Objective's website: <https://www.objective.com/company-policies>.

Objective believes that diversity is about recognising and valuing the contribution of people from different backgrounds, with different perspectives and experiences. Diversity includes (but is not limited to) gender, age, disability, ethnicity, religion and cultural background.

The Company has gender diversity goals and maintains tracking metrics to ensure the Company is making progress towards these goals.

Objective is a relevant employer under the Workplace Gender Equality Act 2012 (WGEA). Objective has lodged its 2024-2025 WGEA report containing Objective's most recent Gender Equality Indicators and a copy is available on the WGEA website: <https://www.wgea.gov.au/>

**Recommendation 1.6 - A listed entity should:**

- a. have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and**
- b. disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.**

The Company does not currently have a formal process for evaluating the performance of the Board or its committees. However, the performance of each director is reviewed annually and undertakes an ongoing self-assessment process to review their individual performance. It is not directly linked to the Company's performance.

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**Recommendation 1.7 - A listed entity should:**

- a. have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and**
- 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.**

Senior executives and key management personnel undertake an annual and half year review with the Company's CEO. In assessing the performance of the individual, the review includes consideration of their function, individual Key Performance Indicators (KPIs), group targets and the overall performance of their business division. All bi-annual and annual performance measures are agreed at the start of the financial year.

**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 to enable it to discharge its duties and responsibilities effectively.**

Due to the size of the Board of the Company, the formation of an Independent Nomination Committee is not considered practical at this time. Existing members of the Board performs the function of such a committee which includes the identification of skills and competencies required for the Board. The Board does not actively manage succession and instead relies on networking, recruitment firms and internal resources to identify appropriate candidates when a vacancy arises. Attributes of candidates put forward will be considered for 'best-fit' to the needs of the Board which are assessed at the time of the vacancy.

**Recommendation 2.2 - A listed entity should have and disclose 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.**

The Board Skills Matrix is available on Objective's website: <https://www.objective.com/company-policies>.

**Recommendation 2.3 - A listed entity should disclose:**

- a. the names of the directors considered by the Board to be independent directors;**
- b. if a director has an interest, position, association 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, association or relationship in question and an explanation of why the board is of that opinion; and**
- c. the length of service of each director.**

Details of the Board of directors, their appointment dated, length of service, and independence status is as follows:

Director's Name	Appointment Date	Length of Service at reporting date	Independence Status
Tony Walls	March 1991	34.2 years	Executive Director
Stephen Bool	January 2022	3.5 Years	Independent Non-Executive Director <sup>1</sup>
Nick Kingsbury	July 2008	16.9 Years	Independent Non-Executive Director
Darc Rasmussen	August 2018	6.7 Years	Independent Non-Executive Director

<sup>1</sup> The Board declared Stephen Bool as independent, effective 1 July 2025.

Details of directors that the Board has declared as independent but which maintain an interest that could be perceived as impairing independence, and the reason as to the Board's determination are as follows:

Director's Name	Number of Shares held at 30 June 2025	Board reasoning why director is independent
Nick Kingsbury	100,000 – representing a 0.1% interest in the Company	Not considered a material volume
Stephen Bool	130,000 – representing a 0.1% interest in the Company	Not considered a material volume
Darc Rasmussen	130,214 – representing a 0.1% interest in the Company	Not considered a material volume

**Recommendation 2.4 - A majority of the board of a listed entity should be independent directors.**

The composition of the Board during the year ended 30 June 2025 did not comply with the ASX Governance Council recommendations that the majority of the Board members should be independent directors. As at 30 June 2025, the Board had two independent directors and two non-independent directors. Tony Walls is a non-independent director and controls approximately 65% of the Company's shares. The Board declared Stephen Bool as independent, effective 1 July 2025.

***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.***

The Board believes it is appropriate that the role of Chairman and Chief Executive Officer are both filled by Tony Walls. This structure allows the Company to continue to benefit fully from his demonstrated skills in setting the strategic direction of the business since its founding. The Board has determined that separating these roles would result in significant additional costs without providing material additional benefits for the Company and its stakeholders.

***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.***

All new directors will take part in an induction program to educate new directors on the Company's business and allow them to fully participate in the Board decision making at the earliest opportunity. Directors are given access to opportunities to update and enhance their skills and knowledge. The requirement for this training is not formally reviewed.

### PRINCIPLE 3: ACT ETHICALLY AND RESPONSIBLY

***Recommendation 3.1 - A listed entity should articulate and disclose its values.***

Objective's values are:

- Behaving with Integrity
- Demonstrating Expertise
- Championing Great People, Great Teams
- Fostering Tenacity
- Applying Entrepreneurial Spirit
- Knowing that Results Matter

***Recommendation 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.***

The Board has adopted a Code of Professional Conduct (**Code**) that applies to all directors and employees of the Company. The Code provides guidance for directors and employees on the standards that Objective expects in the conduct of its operations. The Code covers items such as:

- The way in which we must discharge our duties
- Compliance with laws
- Conflicts of interest
- Confidentiality
- Dealing in company securities
- The use of the Company's resources
- The environment, health and safety.

The Code is published on Objective's website: [www.objective.com.au/about/investors#governance](http://www.objective.com.au/about/investors#governance)

**Recommendation 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.**

Objective has a Whistleblower policy that is published on Objective's website: <https://www.objective.com/company-policies>.

**Recommendation 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.**

Objective has an Anti-bribery and Corruption policy that is published on Objective's website: <https://www.objective.com/company-policies>.

## PRINCIPLE 4: SAFEGUARD INTEGRITY IN CORPORATE REPORTING

**Recommendation 4.1 - The board of a listed entity should:**

- a. have an audit committee which:**
  - i has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and**
  - ii is chaired by an independent director, who is not the chair of the board, and disclose:**
  - iii the charter of the committee;**
  - iv the relevant qualifications and experience of the members of the committee; and**
  - 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**
- 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.**

The Company has established an Audit and Risk Management Committee, which has a formal charter approved by the Board of Directors. The Audit and Risk Management Committee reviews the financial statements and considers and recommends accounting policies to be adopted by the Company to the Board of directors. The members of the Committee during the financial year were Nick Kingsbury (Chair), Tony Walls and Darc Rasmussen. The qualifications of the members are disclosed in the Company's Directors Report. The Chief Financial Officer and the external auditors are invited to Committee meetings, at the discretion of the Committee. The number of meetings held during the financial year ended 30 June 2025 and attendances is disclosed in the Company's Director's Report.

The Audit and Risk Management Committee did not fully comply with the ASX Principles and Recommendations regarding its composition throughout the financial year due to Tony Walls not being a non-executive director (i.e. the

Committee did not have the recommended three non-executive directors). The Company's current Audit and Risk Management Committee Charter is published on Objective's website: <https://www.objective.com/company-policies>.

On 1 July 2025, Tony Walls was replaced on the Audit and Risk Management Committee by Stephen Bool, who is an independent non-executive director.

***Recommendation 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.***

In relation to the financial statements for the financial year ended 30 June 2025 and the half-year ended 31 December 2024, the Company's CEO and CFO have provided the Board with declarations, that in their opinion:

- the financial records of the Company have been properly maintained;
- the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the Company; and
- the financial records and financial statements have been formed on the basis of a sound system of risk management and internal control which is operating effectively.

***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.***

Objective releases a Half Year Financial Report which is **reviewed** by the Company's external auditor, Pitcher Partners.

Objective releases a Full Year Financial Report which is **audited** by the Company's external auditor, Pitcher Partners.

The integrity of unaudited corporate reports is verified by the following process:

- reports are prepared by or reviewed by subject matter experts and peer reviewed;
- material statements are reviewed for accuracy and rigorously interrogated by senior management; and
- all ASX announcements (other than administrative announcements) are reviewed by the Board.

## PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE

***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.***

The Company's Continuous Disclosure Policy is available on Objective's website: <https://www.objective.com/company-policies>.

***Recommendation 5.2 - A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.***

The Board receives all material announcements before they are released on the ASX.

***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.***

New and substantive investor or analyst presentations are released on the ASX ahead of the presentation.

## PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS

***Recommendation 6.1 - A listed entity should provide information about itself and its governance to investors via its website.***

The Board has a policy to identify matters that may have a material effect on the price of the Company's securities and ensuring disclosure to the ASX and posting on the Company's website. The Company's website contains links to information about the Company, the Company's directors, the ASX announcements, the Company's Corporate Governance Statement, and relevant policies. The Executive Chairman and the Company Secretary are responsible for interpreting the Company's policy and where necessary informing the Board. The Company Secretary is responsible for all communications with the ASX.

***Recommendation 6.2 - A listed entity should have an investor relations program that facilitates effective two-way communication with investors.***

The Company's Shareholder Communications Policy is available on Objective's website: <https://www.objective.com/company-policies>.

Investors are also able to submit queries through Objective's website: <https://www.objective.com.au/about/investors>.

***Recommendation 6.3 - A listed entity should disclose how it facilitates and encourages participation at meetings of security holders***

The Board encourages full participation of shareholders at the Annual General Meeting, to ensure a high level of accountability and understanding of the Company's strategies and goals. The Company requests its external auditor to attend the Annual General Meeting and to be available to answer any shareholder questions about the conduct of the audit and the preparation and content of the audit report.

Meetings are held electronically to ensure all shareholders have the opportunity to attend the meeting. Shareholders are invited to submit questions ahead of, or during, the meeting.

Where shareholders are not able to attend meetings in person, shareholders may appoint a proxy to vote on their behalf.

***Recommendation 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.***

All resolutions put to shareholders are decided by a Poll vote.

***Recommendation 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.***

The Company engages its share registry (Boardroom) to manage the majority of communications with shareholders. Boardroom provides this option to all security holders.

As part of Objective's commitment to the environment and digitisation of all documentation, Objective encourages all shareholders who have not yet opted to receive the Annual Report and Notice of Annual Meeting electronically to do so by updating their details at [www.investorserve.com.au](http://www.investorserve.com.au) or by contacting Objective's share registry at Boardroom Pty Ltd on 1300 737 760.

## PRINCIPLE 7: RECOGNISE AND MANAGE RISK

### **Recommendation 7.1 - The board of a listed entity should:**

- a. have a committee or committees to oversee risk, each of 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 risk committee or committees that satisfy (a) above, disclose that fact and the processes it employs for overseeing the entity's risk management framework.**

The Company has adopted an amended Audit and Risk Management Committee Charter which extends the responsibilities of this committee to incorporate both Audit and Risk matters, as the current size of the Board does not warrant the formal establishment of a separate committee. The members of the Audit and Risk Management Committee are responsible for enhancing existing risk management strategies, including regularly reviewing the risks which the Company may be exposed to, the suitability of existing controls and the adoption of new controls. The Charter is published on the Company's website: <https://www.objective.com/company-policies>.

The management of the Company and the execution of its growth are subject to a number of risks which could adversely affect the Company's future development, such as the attraction and retention of customers, loss of people, cash and other financial assets, research and development and cyber security.

Risks are minimised by established practices such as:

- Rolling forecasts and monthly reporting systems to enable the monitoring of key performance indicators;
- Business transactions are properly authorised and executed;
- Attracting and retaining quality and ethical personnel through recruitment practices, training and development plans, and annual performance reviews for staff;
- Occupational health and safety standards are stringently managed throughout the business;
- Robust software engineering practices, diligent IT infrastructure management, and regular testing of vulnerability to attack; and
- A comprehensive insurance program.

The Board undertakes a comprehensive risk register review process to identify, assess and control risks which the Company is exposed to. The risks and mitigations identified by each Board member are discussed at the Board and translated into actions which are carried out by management. This process forms a foundation for a robust risk management framework throughout the Company and will be further refined over future periods.

**Recommendation 7.2 - The board or a committee of the board should:**

- 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**
- b. disclose, in relation to each reporting period, whether such a review has taken place.**

The Board is responsible for the oversight of the Company's risk management and control framework.

The Company has developed a business operations manual, which includes detailed policies and procedures and a system of formal reporting to assist it to manage and monitor operating, financial and compliance risk for the Group. The Company is also ISO9001 and ISO27001 certified, meaning the Company is operating, respectively, a Quality Management System and an Information Security System that complies with the applicable standard. The certifications cover the design, development, implementation and support of the Company's software and cloud solutions and the supporting administration processes for the Company's business. Maintaining certification is achieved through regular monthly internal audits and a bi-annual audit by external certification bodies.

Following a review, the Company's Chief Executive Officer has declared in writing to the Board that the financial risk management and associated compliance controls have been assessed and found to be operating efficiently and effectively.

**Recommendation 7.3 - A listed entity should disclose:**

- a. if it has an internal audit function, how the function is structured and what role it performs; or**
- 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.**

The Company is in compliance with Recommendation 7.3. The Company's Audit and Risk Management Charter is available on Objective's website: <https://www.objective.com/company-policies>.

**Recommendation 7.4 - A listed entity should disclose whether it has any material exposure to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.**

The Board does not believe the Company has any material exposure to economic, environmental and/or social sustainability risks at the present time.

## PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY

**Recommendation 8.1 - The board of a listed entity should:**

- a. have a remuneration 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 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.**

The Company does not maintain a Remuneration committee as it considers that the current size of the Board does not warrant the formal establishment of a separate committee. The Board therefore performs the function of such a committee, which includes setting the Company's remuneration structure, determining eligibilities to incentive schemes, assessing performance and remuneration of senior management, and determining the remuneration and incentives of the Board, CEO and Company Secretary. The remuneration policy generally is to ensure the remuneration package properly reflects the person's duties and responsibilities and that the remuneration is competitive to attract, retain and motivate employees of the highest calibre.

To enhance the Corporate Governance of the Company in relation to Remuneration, the Board has adopted a formal Remuneration Charter to document the objectives and responsibilities of the Board in relation to matters of Remuneration. The Remuneration Charter is published on the Company's website: <https://www.objective.com/company-policies>.

**Recommendation 8.2 - 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.**

The remuneration of the Company's non-executive directors is set out in the Company's financial report.

Executive directors and other senior management are remunerated using combinations of fixed and variable based salary packages and share based payments. Fixed salaries are set at levels reflecting the market rates having regard to the individual's performance and responsibilities. Variable components, along with employee share based payments, are linked directly to specific performance targets that are aligned to annual objectives.

**Recommendation 8.3 - A listed entity which has an equity-based remuneration scheme should:**

- 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**
- b. disclose that policy or a summary of it**

The Company's Securities Trading Policy is available on Objective's website: <https://www.objective.com/company-policies>.