

BOARD CHARTER

1 Introduction

1.1 Purpose of Charter

This is the Charter of the board of the Company (the Board or Directors) (Charter). The Charter governs the operations of the Board. It sets out the Board's role and responsibilities, composition, structure and membership requirements.

1.2 Role of Board

The Board is responsible for the overall operation and stewardship of the Company and, in particular, for the long-term growth, compliance and profitability of the Company, the strategies, values, policies and financial objectives of the Company, including the responsibilities set out below. The Board is also responsible for overseeing management in the implementation of the Company's policies, strategies and financial objectives and the instilling of the Company's values.

In performing the responsibilities set out in this Charter, the Board should act at all times in a manner that demonstrates leadership and that is designed to create and continue to build sustainable value for shareholders and in accordance with the duties and obligations imposed on them by the Company's constitution and by law.

1.3 Review of Charter

The Board will review and reassess this Charter at least annually and, if required, make any amendments to the Charter.

2 Roles and responsibilities of the Board

2.1 Strategy

The role of the Board in respect of strategy includes:

- a. defining the Company's purpose and setting its strategic objectives, in consultation with management;
- b. directing, monitoring and assessing the Company's performance against strategic and business plans, to determine if appropriate resources are available; and
- c. approving and monitoring capital management and major capital expenditure, acquisitions and divestments.

2.2 Risk management & reporting

The role of the Board in respect of risk management and reporting includes:

- a. identifying the principal risks of the Company's business and reviewing the Company's risk management framework at least annually in order to ensure that the Company has in place an appropriate risk management framework, which may include:
 - economic, environmental and social sustainability risks;
 - operational, financial, non-financial and strategic risks; and
 - contemporary and emerging risks such as conduct risk, digital disruption, cyber-security, privacy and data breaches, sustainability and climate change;
- b. establishing the acceptable levels of risk within which the Board expects the management of the Company to operate, and analysing whether the Company is operating with due regard to the risk appetite set by the Board;
- c. reviewing and ratifying the Company's systems of internal compliance and control, risk management frameworks and legal compliance systems, to determine the integrity and effectiveness of those systems; and
- d. approving and monitoring material internal and external financial and other reporting, including:
- e. periodic reporting to shareholders, the ASX and other stakeholders; and
- f. overseeing the Company's processes for making timely and appropriate disclosure of all material information concerning the Company that a reasonable person would expect to have a material effect on the price or value

of the Company's securities.

In accordance with paragraph 2.6 of this Charter, the Board may refer some or all of these functions to the Audit & Risk Management Committee for detailed consideration and action.

2.3 Senior executive

A senior executive is an executive who is a member of the key management personnel of the Company, including an executive Director but not including a non-executive Director.

The senior executive team will usually be responsible for implementing the entity's strategic objectives and instilling and reinforcing its values, all while operating within the values, code of conduct, budget and risk appetite set by the board.

The senior executive team will also usually be responsible for providing the board with accurate, timely and clear information on the entity's operations to enable the board to perform its responsibilities. This is not just limited to information about the financial performance of the entity, but also its compliance with material legal and regulatory requirements and any conduct that is materially inconsistent with the values or code of conduct of the entity.

The Company may use an alternative definition of senior executive for specific purposes, for example in disclosing matters in relation to its Diversity Policy, and in that case will set out the definition of senior executive used for that purpose.

2.4 Relationship with management

The role of the Board in relation to management includes:

- g. appointment and removal of the Chief Executive Officer (CEO) (or equivalent) and the Company Secretary;
- h. ratifying the appointment and removal of senior executives (which includes all executives who report directly to the CEO);
- i. approving the Company's remuneration policies and framework and having satisfied itself that they are aligned with the Company's purpose, values, strategic objectives and risk appetite;
- j. determining whether the remuneration and conditions of service of senior executives are appropriate and consistent with the approved remuneration policies and framework;
- k. establishing and monitoring executive succession planning, with gender diversity being a relevant consideration;
- l. delegating the day to day decision making and implementation of Board approved strategy to the CEO;
- m. setting specific limits of authority for management;
- n. satisfying itself that an appropriate framework exists to facilitate reporting of relevant information by management to the Board; and
- o. where required, challenging management so as to hold it to account.

2.5 Monitoring of performance

The role of the Board in respect of performance monitoring includes:

- p. approving criteria for assessing performance of senior executives and monitoring and evaluating their performance;
- q. undertaking an annual evaluation of the performance of the Board, each Board Committee and their respective Chairs and individual Directors, comparing their performance with the requirements of this Charter, relevant Board Committee Charters and the reasonable expectations of such functions, including undertaking a periodic review of whether there is a need for existing Directors to undertake professional development to maintain the skills and knowledge needed to perform their role effectively;
- r. appointing a suitable non-executive Director to conduct an annual evaluation of the performance of the Chair, including the canvassing of views of the other directors;
- s. where appropriate, engaging external facilitators to conduct its performance evaluations,

- t. each year following the performance review, the Chair should establish the goals and objectives of the Board for the upcoming year and effect any amendments to this Charter and any Board Committee Charter considered necessary or desirable;
- u. with the assistance of the Remuneration and Nomination Committee, review the Board's skills matrix to ensure all skills needed to address existing and emerging business and governance issues are covered; and

2.6 Corporate governance

The role of the Board in respect of corporate governance includes:

- v. selecting and appointing the Board chair, and if the Company has one, the deputy chair or senior independent director;
- w. approving the Company's statement of values and Code of Conduct;
- x. satisfying itself that the Company's remuneration policies are aligned with the Company's purpose, values, strategic objectives and risk appetite;
- y. ensuring ethical behaviour and compliance with the Company's own governing documents, including the Company's Code of Conduct; and
- z. monitoring and evaluating the Company's compliance with its corporate governance standards.

2.7 Board Committees

The role of the Board includes:

- aa. establishing such committees of the Board as may be appropriate including the following Board Committees:
 - Audit & Governance Committee; and
 - Nomination & Remuneration Committee;
- bb. adopting Charters setting out the membership, responsibilities and reporting obligations of each Board Committee and evaluating the performance of the Board Committees; and
- cc. undertaking an annual performance evaluation of each Board Committee that compares the performance of the Board Committee with the requirements of the relevant Board Committee Charter, setting forth the goals and objectives of the Board Committee for the upcoming year and effecting any amendments to the relevant Board Committee Charter considered necessary or desirable.

2.8 Other

The role of the Board also includes performing such other functions as prescribed by law.

3 Board composition and related matters

3.1 Board size

The constitution of the Company provides that the number of Directors must at any time be no more than 9 and no less than 3.

3.2 Board composition

The Board should comprise:

- dd. a majority of people who are independent Directors;
- ee. people with a mix of skills and diversity of backgrounds to enable the Board to discharge its duties effectively.

3.3 Chair

The Chair of the Board should:

- ff. lead the Board;
- gg. facilitate the effective contribution of all Directors;
- hh. promote constructive and respectful working relationships between Directors, senior management and the Board;

- ii. communicate the views of the Board and senior management to the Company's security holders and to the public; and
- jj. oversee and facilitate board, committee and senior management evaluation reviews and succession planning.

The Chair will also be responsible for approving board agendas and ensuring that adequate time is available for discussion of all agenda items, including strategic issues.

3.4 Company secretary

The Company Secretary will:

- kk. be appointed and removed by the Board;
- ll. report to and be accountable to the Board on all matters to do with the proper functioning of the Board and Board Committees; and
- mm. perform the role in accordance with Recommendation 1.4 of the Corporate Governance Principles and Recommendations (4th edition) of the ASX Corporate Governance Council (Guidelines).

3.5 Independent directors

An independent director is a non-executive director who is free of any interest, position, association or relationship that might influence, or could reasonably be perceived to influence, in a material respect his or her capacity to bring independent judgment to bear on issues before the Board and to act in the best interests of the entity and its security holders generally.

Examples of interests, positions, associations and relationships that might cause doubts or raise issues about the independence of a director are described in the Guidelines. Where a Director falls within one or more of these examples, the Board should rule the Director not to be independent unless it is clear that the interest, position or relationship in question is not material and will not interfere with the Director's ability to bring an independent mind to issues or to act in the Company's best interests as a whole.

Family ties and cross-directorships which may relate to the Company or its business may be relevant in considering interests and relationships which may compromise independence, and should be disclosed by Directors to the Board. The Board will:

- nn. regularly review the independence of each Director in light of interests disclosed and will disclose any change to ASX, as required by the ASX Listing Rules; and
- oo. review the independence of any director who has served in that position for more than 10 years to confirm that their independent status can be maintained.

3.6 Board judgement that a director remains independent

- pp. The Board may consider a Director to be independent notwithstanding that the Director has an interest or relationship set out in section titled 'Other Matters'.
- qq. In these circumstances, the Board will take into account:
 - the nature and extent of the interest or relationship;
 - the type of transactions that are normally entered into between the Company and the other party, the nature of the transactions and whether the Director has been personally involved in negotiating the terms and conditions of any of the transactions; and
 - any other matters the Board considers relevant to its assessment.
- rr. If the Board determines that, notwithstanding the interest or relationship, the Director is independent, the Board will disclose its reasons for this assessment and the interest or relationship of the Director in the annual corporate governance statement.

3.7 Appointing new Directors

When considering the appointment of a person as a Director, the Board will undertake appropriate checks before appointing the person, or putting the person forward to shareholders as a candidate for election as a Director. These

checks will usually include the candidate's character, experience, education, criminal record and bankruptcy history.

Before recommending a candidate for election as a non-executive Director the Board will ask him/her to provide the Board, or the Nomination & Remuneration Committee, with their biographical details and any other material directorships held so as to enable shareholders to make an informed decision as to whether to elect or re-elect the candidate. The candidate will also be asked to provide details of any commitments that will be in addition to those they will undertake if elected or re-elected as a non-executive Director of the Company, including a statement that they will have sufficient time to fulfil their responsibilities as a Director of the Company.

4 Management and delegation

4.1 CEO and management

The CEO (or equivalent) is responsible for running the day to day affairs of the Company under delegated authority from the Board and to implement the policies and strategy set by the Board. In carrying out the CEO's responsibilities, the CEO (or equivalent) must ensure that the Board is provided with accurate information in a timely and clear manner and ensure all reports to the Board present a true and fair view of the Company's financial condition and operational results.

4.2 Delegation to management

The role of management is to support the CEO (or equivalent) and implement the running of the general operations and financial business of the Company, in accordance with the delegated authority of the Board. The delegated authority includes responsibility for:

- ss. developing business plans, budgets and strategies for the Company for consideration by the Board and, to the extent approved by the Board, implementing these plans, budgets and strategies;
- tt. operating the Company's business within the parameters set by the Board from time to time and keeping the Board informed of material developments in the Company's business;
- uu. in respect of proposed transactions, commitments or arrangements that exceed the parameters set by the Board, referring such matters to the Board for its consideration and approval;
- vv. identifying and managing operational and other risks and, where those risks could have a material impact on the Company's businesses, formulating strategies for managing these risks for consideration by the Board;
- ww. implementing the policies, processes and codes of conduct approved by the Board; and
- xx. managing the Company's current financial and other reporting mechanisms and control and monitoring systems to ensure that these mechanisms and systems function effectively and capture all relevant material information on a timely basis.

4.3 Senior executives

The Company will have:

- yy. a written agreement with each person appointed as a senior executive of the Company setting out the terms of their appointment, with the agreement being with the relevant senior executive personally rather than an entity supplying their services (except where the Company is engaging a professional services firm to provide the relevant services on an outsourced basis); and
- zz. a process for ensuring that the performance of senior executives of the Company are reviewed at least once each reporting period.

4.4 Employing or appointing new senior executives

When considering the employment or appointment of a person as a senior executive, the Board (or its delegate) will undertake appropriate checks before employing or appointing the person. These checks will usually include the candidate's character, experience, education, criminal record and bankruptcy history.

5 Other matters

5.1 Protocols where a Director has a conflict of interest

From time to time a Director may have a conflict of interest. To help Directors manage any such conflicts the Board has developed protocols setting out the structures and procedures to be followed with the aim of ensuring that the consideration of matters by the Board and any Board committees is undertaken free from any actual influence or appearance of influence from persons with conflicts of interest, and that the disclosure of the Company's confidential information is to be subject to appropriate corporate governance controls. Those protocols are set out in Annexure A and should be followed where a Director or senior executive planning to provide information to the Board has identified a conflict of interest, or has reason to believe a conflict of interest may arise.

5.2 Independent professional advice for Directors

- a. Directors may obtain independent professional advice, at the Company's cost, in carrying out their responsibilities.
- b. It will be appropriate to obtain independent professional advice where:
 - the issue or recommendation in question is one which the Director reasonably considers, after consulting with the Board or the Chair of the Board, is of a character that makes obtaining independent advice appropriate; and
 - the Board or Chair, following such consultation consents to the obtaining of such advice.
- c. Independent professional advice can be obtained without the involvement of the Company's management where the Board or the Chair considers it appropriate to do so.
- d. A suitable qualified expert in the appropriate field should be instructed. Prior to instructing the expert, the Director should advise the Board or Chair of the fee payable which must be reasonable having regard to the nature of the advice sought and the fees charged by comparable experts.
- e. All instructions to the expert must be in writing specifying the party instructing and the capacity in which that party is acting and the party to whom the advice is to be addressed.
- f. Except in circumstances of competing interests between the Directors or the Director and the Company, a copy of the advice, the letter of instruction, and all materials which accompanied the letter must be provided to the Board.

5.3 Provisional appointment of Directors or senior executives

Where checks being undertaken regarding a new Director or senior executive will take a significant amount of time, the Board may provisionally appoint a person in the role, or may put a resolution to members electing a Director, subject to receipt of satisfactory checks. In these circumstances, the Board must receive an unequivocal undertaking from the Director or senior executive that they will resign should any outstanding check be considered unsatisfactory by the Company.

5.4 Terms of appointment of Directors

- a. In accordance with the constitution of the Company, no Director except a Managing Director will hold office for a continuous period in excess of 3 years or past the third annual general meeting following the Director's appointment, whichever is the longer, without submitting for re-election.
- b. The Company will have a written agreement with each person appointed as a Director setting out the terms of their appointment.

5.5 Conduct of meetings with Director's who do not speak English (if applicable)

Where a Director does not speak or understand English, the Company will take all reasonable measures to ensure that the Director understands the relevant documents and can contribute meaningfully to discussions. This may include:

- a. translation of key corporate documents to Director's native language (where reasonable); and
- b. where reasonable, providing copies of any presentations, advertising and / or promotional materials in that Director's native language with time to read and process those translated materials.

5.6 Inconsistency with the Company's constitution

To the extent that there is any conflict or inconsistency between this Charter and the Company's constitution, the constitution shall prevail.

5.7 Conduct of meetings of security holders

All substantive resolutions at meetings of security holders will be decided by a poll rather than by a show of hands.

All meetings of security holders will be held at a reasonable place and time, in order to maximise the chance of security holders being able to attend and vote at all meetings.

5.8 Adoption of Charter and Board review

This Charter (including its Annexures) was adopted by the Board on the date on the front cover of this Charter, and takes effect from the date of the Company's admission to the Official List of ASX and replaces any previous policy in this regard.

The Board will review this Charter periodically. The Company Secretary will communicate any amendments to employees as appropriate.

ANNEXURE A (BOARD PROTOCOLS - CONFLICTED DIRECTORS)

1 Background

1.1 Purpose

The purpose of these protocols is to set out the structures and procedures which have been put in place by the Board of the Company to ensure that the consideration of matters by the Board and any Board committees is undertaken free from any actual influence or appearance of influence from persons with conflicts of interest, and that the disclosure of the Company's confidential information is to be subject to appropriate corporate governance controls.

1.2 Directors duties

Annexed to these protocols is:

- a. an outline of duties of Directors in relation to the disclosure of interests and avoiding conflicts; and
- b. a discussion of certain conflicts which may arise with nominee Directors.

Nothing in these protocols is intended to limit in any way the duties owed to the Company by the Directors of the Company under law.

2 Disclosure of information to Directors

2.1 Directors disclosure of interests

Directors must at all times comply with their duties and obligations as Directors of the Company under statute, common law and the Company's constitution to disclose certain interests to the Board and avoid conflicts of interest. The duties of the Directors also include a duty of confidentiality owed to the Company. An outline of certain duties and obligations of Directors is set out in Annexure B to these protocols.

2.2 Review of information before disclosure to Directors

Where a Director or senior executive planning to provide information to the Board has identified a conflict of interest, or has reason to believe a conflict of interest may arise, before any information is circulated to the Board or any Board committee, it must first be provided to the Company Secretary who will determine whether the disclosure of that information to any of the Directors may give rise to a conflict of interest or potential conflict of interest (a conflict) in relation to one or more of the Directors and in respect of which such Director or Directors is or are prohibited from voting under the constitution of the Company. Information which may require review by the Probity Officer includes any agendas or papers for Board meetings or Board committee meetings and any documents generated internally or by the Company's advisors. The Chair may, as appropriate, make certain senior executives and management of the Company aware of this requirement.

In making that determination in respect of a particular Director, the Company Secretary shall consult with the Chair of the Board or, in the event that disclosure of the information to the Chair may give rise to a conflict, an independent Director of the Board. If the Chair or the Independent Director (as applicable) considers it appropriate, he or she may establish a committee comprising of those Directors who do not have a conflict for the purposes of making the determination (Independent Directors).

The Chair or Independent Director (as applicable), or any committee of Independent Directors established by the Chair or Deputy Chair, may also for the purposes of making the determination:

- a. request further information from the relevant Director; and/or
- b. seek advice from the Company's legal or other advisors.

3 Procedures

3.1 Procedures to be followed before Board meeting

Before notice of any matter to be considered by the Board or a Board committee (Relevant Matter) is circulated to Directors, the procedure set out in paragraph 2.2 of these protocols must be adopted for the purpose of determining whether the involvement of any of the Directors in the Board's or Board committee's consideration of that Relevant Matter would give rise to a conflict.

3.2 Exclusion of Conflicted Director

If the Board or a Board committee is required to consider a Relevant Matter and it has been determined in accordance with paragraph 2.2 of these protocols that the involvement of a Director (Conflicted Director) in the Board's consideration of the Relevant Matter, or a Board committee's consideration of the Relevant Matter, would give rise to a conflict, then the Conflicted Director:

- a. must not receive any information about the Relevant Matter; and
- b. is not entitled to participate in any discussions regarding, nor take part in any decision-making process in relation to, the Relevant Matter,

unless the Independent Directors make a determination under paragraph 3.3 of these protocols.

3.3 Inclusion of Conflicted Director on limited basis

After following the procedures set out in paragraph 2.2 of these protocols, depending on the nature of the conflict or potential conflict and the application of the particular facts, the Independent Directors may decide that the Conflicted Director can:

- a. receive part of the information in respect of the Relevant Matter;
- b. receive redacted versions of information distributed to the Board in respect of the Relevant Matter; and/or
- c. participate in the discussions regarding the Relevant Matter but not to vote on resolutions covering the Relevant Matter.

3.4 Procedures where Conflicted Director excluded

If the Relevant Matter is to be considered at a Board meeting or Board committee meeting and a determination is made under paragraph 3.2 of these protocols (and not under paragraph 3.3 of these protocols):

- a. the Conflicted Director may only receive modified versions of the agenda and other papers circulated to Directors in respect of that meeting which exclude all information relating to the Relevant Matter;
- b. the Conflicted Director may attend the meeting provided that the Conflicted Director excuses himself or herself from the meeting during any discussion of the Relevant Matter and takes no part in any decision-making process in relation to the Relevant Matter;
- c. the Independent Directors must not disclose to the Conflicted Director any information relating to the Relevant Matter including the content of any relevant discussions at Board meetings and any other relevant discussions, negotiations or agreements;
- d. the Company Secretary will prepare minutes of all meetings of the Board and circulate those minutes to the members of the Board. However, if the Relevant Matter was considered at a meeting, the Conflicted Director will only be provided with a modified version of the minutes of that meeting which excludes those minutes relating to the Board's consideration of the Relevant Matter;
- e. the Company Secretary will be responsible for establishing and implementing appropriate measures to ensure that the Conflicted Director does not have access to email or any other folders where any documents or other information relating to the Relevant Matter are stored or to any relevant hard copy documents (and if requested by an Independent Director, the Probity Officer will report to the Board on the methodology employed to achieve this result);
- f. if the Conflicted Director acquires any information about the Relevant Matter in his or her capacity as a Director which is not publicly available, the Conflicted Director must keep that information confidential in accordance with the duties owed by the Conflicted Director to the Company.

3.5 Compliance with protocols

Each Director:

- a. must use all reasonable efforts to ensure that each person to whom these protocols apply complies with the protocols;
- b. must notify the Chair promptly if the Director becomes aware of any circumstances which, or which are likely to, result in a breach of these protocols, giving sufficient details of those circumstances to the Chair so that remedial action may be taken; and
- c. acknowledges that if these protocols are breached, the Company reserves the right to at any time terminate the involvement of the relevant Director, or any associate or involved person, in the Relevant Matter.

These protocols do not limit any other rights that the Company may have against a Director in respect of any breach of any legal or contractual obligations of a Director.

ANNEXURE B (DISCLOSURES OF INTERESTS AND CONFLICTS OF INTEREST)

1 Statutory duty to disclose interest in transaction

Subject to certain exceptions, a director or chief executive officer of a company who is in any way, whether directly or indirectly, interested in a transaction or proposed transaction with the company shall as soon as is practicable after the relevant facts have come to his or her knowledge declare the nature of his or her interest at a meeting of the directors of the company or send a written notice to the company containing details of the nature, character and extent of his or her interest in the transaction or proposed transaction with the company (refer to section 156 of the Singapore Companies Act 1967 (Companies Act)).

2 Notice

A Director or CEO who has an interest in a transaction must give the notice referred to in paragraph 1 of this Annexure as soon as practicable after (a) the date of which the Director or CEO became a Director or CEO (as the case may be), or (b) (if already a Director or CEO) the date on which the Director or CEO became directly or indirectly, interested in a transaction or proposed transaction with the Company, as the case requires (refer to section 156 of the Companies Act).

3 General law – Conflicts of interest

- a. At general law, directors have a fiduciary duty to avoid conflicts of interest. It is an established principle that directors of a company must not, in any matter falling within the scope of their office, have a personal interest or inconsistent engagement with a third party, except with the company's fully informed consent (often referred to as the Conflict Rule).
- b. Amongst many of the general principles that have been developed by the Courts in respect of the Conflict Rule, in certain circumstances, mere disclosure of a conflict between interest and duty and abstaining from voting on the matter is insufficient to satisfy a director's fiduciary obligations. Disclosure is generally the minimum requirement, however, in certain circumstances, a positive duty to protect the interests of the company by, for instance, taking steps to prevent a transaction from going ahead, may lie with the directors.

4 Common form of conflict - use of information by nominee directors

- a. A common situation in which a conflict may arise is where a nominee director acquires information as a result of the nominee's position as a director that the nominee knows will be of interest to the nominating company. The conflict in this situation includes:
 - a duty of confidentiality owed to the company of which it is a director; and
 - a commercial desire to communicate knowledge acquired to the nominating company as a result of his or her position as a nominee.
- As a basic principle, the duty of confidentiality owed to the Company in paragraph 4(a)(i) of this Annexure is greater than any duty owed to the nominating company.

- b. Consequently, under the Companies Act, if a director acquires any information in his or her capacity as director of a company (which is not otherwise publicly available), the director cannot communicate that information to the nominating company unless the director is authorised by the board of directors of the company to make the disclosure and the disclosure is not likely to prejudice the company. In authorising the disclosure, the board of directors of the company may choose to do so in respect of all information, any class of information, or specified information only (refer to section 158 of the Companies Act).

5 Nominee Directors

- a. From time to time there may be Directors on the Board who are nominated representatives of shareholders of the Company. If the Board is required to consider a matter which involves, or affects the interests of, a shareholder, any involvement in the Board's consideration of that matter by a Director who is the nominated representative of that shareholder may give rise to a conflict for that Director (for instance, as contemplated in paragraph 4 of this Annexure).
- b. In those circumstances, the procedure set out in paragraph 2.2 of the protocols must be adopted for the purposes of making a determination as to whether the Director's involvement in the Board's consideration of the matter would give rise to a conflict.
- c. If it is determined that the Director's involvement in the Board's consideration of the matter would give rise to such a conflict, that Director must not:
- be provided with any information relating to that matter;
 - in any discussions regarding that matter; and
 - take part in any decision-making process in relation to that matter.
- d. In addition, if that Director acquires any information about the matter, he or she must not, except in accordance with the Companies Act and applicable law, disclose any of that information to the shareholder he or she represents nor attend any discussions or negotiations in relation to the matter between the Company on the one hand and that shareholder.