

# FINEOS Corporation Holdings PLC Board Charter

Adopted on 10 December 2025

# Board Charter

## FINEOS Corporation Holdings PLC (the Company) (ARBN 633 278 430)

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### 1. Introduction

#### 1.1 Purpose of Charter

This is the Charter of the board of the Company (**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.

The Charter is available on the Company's website, as recommended by the ASX Corporate Governance Principle.

#### 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 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 designed to create and continue to build sustainable value for security holders 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 periodically and, if required, make any amendments to the Charter.

#### 1.4 Nature of Charter

This Charter is not intended to fetter the discretion of the Board or to impinge upon the rights or powers of security holders contrary to the Companies Act 2014 (the "Act"), the ASX Listing Rules or the constitution of the Company.

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### 2. Roles and responsibilities of the Board

#### 2.1 Strategy

The role of the Board in respect of strategy includes:

- (a) overseeing the Company's purpose and setting its strategic objectives, and approving the Company's statement of values and code of conduct to underpin the desired culture within the Company;
  - (b) directing, monitoring and assessing the Company's performance against strategic and business plans, to determine if appropriate resources are available;
  - (c) overseeing management in its implementation of the Company's strategic objectives, instilling the Company's values and performance generally; and
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- (d) approving operating budgets and major capital expenditure, acquisitions and divestments and monitoring capital management.

## 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 for both financial and non-financial risks, which may include:
  - (i) economic, environmental and social sustainability and governance risks;
  - (ii) operational, financial and strategic risks; and
  - (iii) 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;
- (d) overseeing the integrity of the Company's accounting and corporate reporting systems, including the external audit and including a statement in the annual directors' report in the financial statements of the Company acknowledging that the directors of the Company are responsible for securing the Company's compliance with Relevant Obligations applicable to it (as defined in Section 225 of the Irish Companies Act 2014 (the Compliance Statement) which must also include a statement by the directors confirming they had done the following:
  - (i) drawn up a statement setting out the Company's policies (that are in the directors' opinion appropriate to the Company) respecting compliance by the Company with its Relevant Obligations;
  - (ii) put in place appropriate arrangements or structures that are, in the directors' opinion, designed to secure material compliance by the Company with its Relevant Obligations (the Compliance Measures); and
  - (iii) conducted a review during the financial year of the Compliance Measures which had been put in place; and
- (e) approving and monitoring material internal and external financial and other reporting, including:
  - (i) periodic reporting to security holders, the ASX and other stakeholders; and
  - (ii) overseeing the Company's processes and ensuring compliance with ASX Listing Rule **continuous disclosure obligations** (ASX Listing Rule 3.1), which require immediate disclosure of any information 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 2.7 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. A senior executive's role includes implementing the Company's strategic objectives, instilling and reinforcing the Company's values and providing the Board with accurate and timely information on the Company's operations to enable the Board to perform its responsibilities.

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:

- (a) appointment and removal of the Chief Executive Officer (**CEO**) (or equivalent) and the Company Secretary in accordance with the Act and *ASX Listing Rules*;
- (b) ratifying the appointment and removal of senior executives (which includes all executives who report directly to the CEO);
- (c) approving the Company's remuneration policies and framework (excluding the remuneration of non-executive directors) and determining whether the remuneration and conditions of service of senior executives are appropriate and consistent with the approved remuneration policies and framework;
- (d) establishing and monitoring executive succession planning, with gender diversity being a relevant consideration;
- (e) delegating the day to day decision making and implementation of Board-approved strategy to the CEO; and
- (f) setting specific limits of authority for management;
- (g) ensuring that appropriate frameworks exist to facilitate reporting of relevant information by management to the Board; and
- (h) 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:

- (a) approving criteria for assessing performance of senior executives and monitoring and evaluating their performance;
- (b) undertaking an annual evaluation of the performance of the Board, each Board Committee and individual Directors, comparing their performance with the requirements of this Charter, relevant Board Committee Charters and the reasonable expectations of individual Directors;
- (c) 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;
- (d) where appropriate, engaging external facilitators to conduct its performance evaluations;

- (e) disclosing in the annual report whether a performance evaluation has been undertaken for the Board, its committees, and individual directors during the reporting period, as recommended by the ASX Corporate Governance Principles; and
- (f) with the assistance of the Remuneration & Nomination Committee, reviewing the Board's skills matrix to ensure all skills needed to address existing and emerging business and governance issues are available to the Company.

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.

## 2.6 Corporate governance

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

- (a) selecting and appointing the Board chair (**Chair**), and if the Company has one, the deputy chair or senior independent director;
- (b) approving the Company's statement of values and Code of Conduct;
- (c) satisfying itself that the Company's remuneration policies are aligned with the Company's purpose, values, strategic objectives and risk appetite;
- (d) ensuring ethical behaviour and compliance with the Company's own governing documents, including the Company's Code of Conduct;
- (e) monitoring and evaluating the Company's compliance with its corporate governance standards; and
- (f) preparing a Corporate Governance Statement annually, disclosing the extent to which it has followed the ASX Corporate Governance Principles and Recommendations, and if it has not followed any recommendation, it will explain why

## 2.7 Board Committees

The role of the Board includes:

- (a) establishing such committees of the Board as may be appropriate including the following Board Committees:
  - (i) Audit & Risk Management Committee; and
  - (ii) Remuneration & Nomination Committee, Where possible the Committees will be comprised of a majority of independent directors and chaired by an independent director, in accordance with the ASX Corporate Governance Principles;
- (b) adopting Charters setting out the membership, responsibilities and reporting obligations of each Board Committee and evaluating the performance of the Board Committees; and
- (c) 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 the Act and the ASX Listing Rules.

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## **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 11 and no less than 2

### **3.2 Board composition**

Where possible, the Board should comprise:

- (a) a majority of independent<sup>1</sup> Directors; and
- (b) 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 be independent and should not hold the role of Chief Executive Officer (or equivalent). The Chair should:

- (a) lead the Board;
- (b) facilitate the effective contribution of all directors;
- (c) promote constructive and respectful working relationships between directors, senior management and the Board; and
- (d) 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.

If the Chair is not an independent director, the Board should appoint an independent director to be the Lead Independent Director to enhance the independent functioning of the Board. The Lead Independent Director will provide leadership and support to the other independent directors in relation to matters that uniquely concern them as independent directors.

The Lead Independent Director will also:

- a) together with the Chair, ensure that conflicts of interest on the Board (whether actual or potential) are identified and managed appropriately;
- b) promote awareness of the importance of independent judgements in the Board's decision making;

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<sup>1</sup> Independent, as defined by the ASX Corporate Governance Council.

c) provide leadership to the other independent directors and support them in presenting diverse perspectives on issues being considered by the Board;

d) where required, act as a liaison point for independent directors;

e) call as needed and chair any meetings of independent directors (at which neither the Chair nor members of senior management are present) for the purpose of discussing matters relevant to the Board's business and/or responsibilities;

f) communicate views expressed by the independent directors in relation to the Board's business and/or responsibilities to the Board;

g) promote constructive interaction between the independent directors and all other directors;

h) at the request of the independent directors, or the Board as a whole, ensure his or her availability for discussions with shareholders or other stakeholders.

If requested by the Lead Independent Director, the Company Secretary will provide such assistance as may be required to convene and administer meetings of independent directors.

### **3.4 Deputy Chair (if applicable)**

The Deputy Chair of a Company is often appointed to cover for the Chair when absent or unable to attend Board meetings. The Deputy Chair should be independent and should not hold the role of Chief Executive Officer (or equivalent).

The Deputy Chair should:

- (a) perform the role and functions of the Chair as outlined at 3.3 above when the Chair is absent;
- (b) support the Chair in the performance of their role and functions;
- (c) be available to facilitate chair succession planning; and
- (d) assist in making decisions when the Chair is, or may be, compromised due to personal or other conflicts of interests.

### **3.5 Company secretary**

The Company Secretary will:

- (a) be appointed and removed by the Board;
- (b) report to and be accountable to the Board, through the Chair, on all matters to do with the proper functioning of the Board and Board Committees; and
- (c) 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**).
- (d) At least one of the Company Secretary ordinarily reside in Australia in accordance with ASX Listing Rule.

The Board may assess the functions delegated or assigned to the Company Secretary under its policies, including corporate governance policies, and nominate an alternative role or person to undertake such a function on a specific or general basis for such periods as it determines appropriate (except as prohibited by law).

### **3.6 Independent directors**

An independent director is a non-executive director who is free of any interest, position, association or relationship that might influence, or reasonably be perceived to influence, in a material respect his or her capacity to bring an independent judgement 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 Box 2.3 of the ASX Corporate Governance Principles 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 bear on 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:

- (a) 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
- (b) review the independence of any Director who has served in that position for 10 years and, if the Board proposes that the Director continue to serve beyond that period, on an ongoing basis, to confirm that their independent status can be maintained.

### **3.7 Senior independent director**

Where a Deputy Chair has not been appointed, a senior independent director may assume the role of Chair if the Chair is absent or unable to attend Board meetings. The senior independent director should assume the same role as the Deputy Chair as outlined above at 3.4.

### **3.8 Board judgement that a director remains independent**

- (a) The Board may consider a director to be independent notwithstanding that the Director has an interest or relationship set out in Box 2.3 of the Guidelines.
- (b) In these circumstances, the Board will take into account:
  - (i) the nature and extent of the interest or relationship;
  - (ii) 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
  - (iii) any other matters the Board considers relevant to its assessment.
- (c) 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, in accordance with ASX Corporate Governance Principles



### **3.9 Appointing new directors**

When considering the appointment of a person as a Director, the Board will undertake appropriate checks before appointing the person or recommending the person to security holders 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 the information outlined in paragraph 4 of the Schedule to the Communications Policy so as to enable security holders to make an informed decision as to whether to elect the candidate. The candidate will also be asked to provide details of any commitments in addition to those they will undertake if 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.

The Board will then provide security holders with:

- (a) confirmation that the checks referred to in this clause 3.9 have been undertaken and, if applicable, any information of concern revealed by the checks; and
- (b) all material information in the possession of the Company relevant to a decision on whether or not to elect a person as a Director, including whether the person will qualify as an independent Director in accordance with ASX Corporate Governance Principle and ASX Listing Rule 3.16.1.

The Company will have a written agreement with each non-executive director, setting out the terms of his / her appointment and will provide induction training to ensure they are able to discharge their responsibilities effectively.

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## **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.

The CEO (or equivalent) is also responsible for ensuring that the Company's operations and reporting comply with the ASX Listing Rules and the ASX Corporate Governance Council's Principles and Recommendations, to the extent applicable to the Company as an ASX-listed entity.

In carrying out his / her 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 manage the general operations and financial business of the Company, in accordance with the authority delegated by the Board. The delegated authority includes responsibility for:

- (a) 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;
- (b) 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;

- (c) 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;
- (d) 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;
- (e) implementing the policies, processes and codes of conduct approved by the Board;
- (f) 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; and
- (g) ensuring that any information that a reasonable person would expect to have a material effect on the price or value of the Company's securities is promptly referred to the Board for consideration and, if required, disclosure to the ASX in accordance with Listing Rule 3.1

### **4.3 Senior executives**

The Company will have:

- (a) a written agreement with each person appointed as a senior executive of the Company setting out the terms of their appointment, including their roles, responsibilities, and obligations under the ASX Listing Rules and Corporate Governance Principles and with the agreement being with the relevant senior executive personally rather than with 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
- (b) a process for ensuring that the performance of senior executives of the Company is reviewed at least annually.

### **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. The Board will further be mindful of its commitment to supporting and developing diversity in the Company, in accordance with the principles laid out in the Company's Diversity Policy, when recruiting senior executives.

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## **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 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 subject to appropriate corporate governance controls. These protocols are set out in Annexure A and should be followed where a Director or senior executive planning to provide information to the Board, or to receive information in a capacity as director, 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) Each Directors has the right, in connection with their duties and responsibilities to 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:
  - (i) 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 nature that makes obtaining independent advice appropriate; and
  - (ii) the Board or Chair/Lead Independent Director, following such consultation consents to the obtaining of such advice.
- (c) Independent professional advice may be obtained without the involvement of the Company's management where the Board or the Chair considers it appropriate to do so.
- (d) A suitably 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 (must be disclosed to the ASX), and that any election of a director by security holders must be subject to completion of background checks as disclosed in the notice of meeting.. In these circumstances, the Board must receive an unequivocal undertaking from the director or senior executive that they will resign should the result of 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 past the third annual general meeting following the Director's appointment or three years, whichever is longer,.without being submitted for election by security holders.
- (b) Subject to the Company's constitution and applicable law, the total tenure of a Director (other than the Managing Director) will be limited to 10 years from the date of first appointment, unless security holders otherwise approve and the Board is satisfied that it is in the best interests of the Company for the Director to continue in office. Where the Board proposes that a Director continue to serve beyond 10 years, the Board will specifically reassess that Director's independence.
- (c) 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 Directors 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 all relevant documents and can contribute meaningfully to discussions. This may include:

- (a) translation of key corporate documents to the 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 sufficient time to read and process those translated materials.

## **5.6 Inconsistency with the Company's constitution**

- (a) To the extent that there is any conflict or inconsistency between this Charter and the Company's constitution, the constitution shall prevail.
- (b) To the extent there is any conflict or inconsistency between this Charter and the Act, the Act shall prevail.
- (c) Notwithstanding the above, as an ASX-listed entity, the Company must comply with the ASX Listing Rules as a condition of its listing. To the extent of any inconsistency between the Listing Rules and this Charter or the constitution, the Listing Rules prevail to the extent of the inconsistency.

## **5.7 Conduct of meetings of security holders**

All substantive resolutions at meetings of security holders will be decided by a poll rather than on a show of hands. All meetings of security holders will be held at a reasonable place, time and either virtually, physically or hybrid, in order to maximise the opportunity for security holders 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 that date and replaces any previous charter 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)

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### 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 (**Directors**) under law.

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### 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, *the ASX Listing Rules, and applicable ASX Corporate Governance Principles and Recommendations* 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.

Directors must also ensure that any conflict of interest or material information relevant to the Company is disclosed in accordance with ASX Listing Rule 3.1 and the Company's Continuous Disclosure Policy.

#### 2.2 Review of information before disclosure to directors<sup>2</sup>

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 (**Probity Officer**) 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 Probity Officer 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, the Deputy Chair of the Board. If the Chair or the Deputy Chair (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 Deputy Chair (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.

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## **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 not permitted under the constitution of the Company.

*Where the Relevant Matter or the conflict of interest is material to the Company, the Company Secretary must ensure that appropriate disclosures are made to the ASX in accordance with ASX Listing Rule 3.19A and any other applicable disclosure obligations*

### **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 not permitted under the constitution of the Company, 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.

*Any determination to exclude a director from consideration of a Relevant Matter must be recorded in the minutes of the meeting and, where the conflict is material, disclosed to the ASX in accordance with Listing Rule.*

### **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.

*The reasons for allowing the Conflicted Director to participate on a limited basis must be clearly documented in the minutes of the meeting.*

### **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 Probity Officer 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, at any time, to 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)

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### 1. Statutory duty to disclose material personal interest

Section 231 of the Act requires a director to disclose the nature of his/her interest in a contract, transaction or arrangement or a proposed contract, transaction or arrangement with the Company at a meeting of the board of directors of the Company.

In addition to the disclosure requirements under Section 231 of the Irish Companies Act 2014, as an ASX-listed entity, the Company must also comply with ASX Listing Rule 3.1, which requires immediate disclosure to the ASX of any information that a reasonable person would expect to have a material effect on the price or value of the Company's securities, including material personal interests of directors, unless an exception applies

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### 2. Restrictions on voting

Section 1113 of the Act provides that subject to certain exceptions, and unless the constitution of the company provides otherwise, a director of a public limited company who has an interest in respect of any contract or arrangement that is being considered at a directors' meeting must not vote on the matter nor be counted in the quorum present for the meeting.

*These restrictions are subject to the Company's constitution and must be interpreted in a manner consistent with ASX Listing Rules and the ASX Corporate Governance Council's Principles and Recommendations, which require transparency in director decision-making and the management of conflicts of interest*

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### 3. Notice

Under Section 231 of the Irish Companies Act, a director who has an interest in a proposed contract or arrangement must declare such an interest at the meeting of the board of directors at which the question of entering into the contract or arrangement is first considered. If a director became interested in a contract or an arrangement after it is made, the director should declare his interest at the first meeting of the directors held after the director becomes so interested.

*Where a director's interest in a contract or arrangement is considered material to the Company's securities, the Company must also ensure timely disclosure of this information to the ASX in accordance with Listing Rule 3.1*

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### 4. 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 or as expressly permitted by the company's constitution (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.
- (c) In addition, a director must account to the company for any benefit accruing to him/her in such circumstances. It will not be an excuse to show that a company was not in a position to obtain the benefit or that the director acted honestly and in good

faith. However, provision may be made in the constitution for circumstances in which a director may obtain a benefit. Also, a director may obtain a benefit where he has made a full disclosure of the facts to the security holders and has obtained their consent to a benefit being obtained by him.

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## **5. Conflict Permitted by the Constitution of the Company**

The constitution of the Company permits certain conflicts subject to the Act and the requirement of the ASX Listing Rules and allows the Directors to vote in respect of certain matters in which they may have an interest. Directors should familiarise themselves with the relevant regulations.

*Any provision in the Company's constitution permitting conflicts must not override the Company's obligations under the ASX Listing Rules, including the requirement for immediate disclosure of material information*

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## **6. 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:
  - (i) a duty of confidentiality owed to the company of which he/she is a director; and
  - (ii) a commercial desire to communicate knowledge acquired to the nominating company as a result of his or her position as a nominee.
- (b) As a basic principle, the duty of confidentiality owed to the company in paragraph 6(a)(i) of this annexure is greater than any duty owed to the nominating company.
- (c) Consequently, as a general rule, 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. To do so would potentially breach a number of directors' duties, including the common law duties to act honestly and to avoid conflicts of interest, and the statutory duties under Section 228 of the Irish Companies Act 2014, which include, amongst others, to act in good faith, not to misuse position, and not to misuse information.

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## **7. Nominee Directors**

- (a) From time to time there may be Directors on the Board who are nominated representatives of security holders of the Company. If the Board is required to consider a matter which involves, or affects the interests of, a security holder, any involvement in the Board's consideration of that matter by a Director who is the nominated representative of that security holder may give rise to a conflict for that Director (for instance, as contemplated in paragraph 5 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 not permitted by the constitution of the Company.
- (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:

- (i) be provided with any information relating to that matter;
  - (ii) participate in any discussions regarding that matter; and
  - (iii) 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, without the consent of the Board, disclose any of that information to the security holder he or she represents nor attend any discussions or negotiations in relation to the matter between the Company on the one hand and that security holder.

*In certain circumstances, when a nominee director's conflict is material to the Company's securities, the Company must ensure this is disclosed to the ASX in accordance with Listing Rule 3.1. The Company should also maintain a register of director interests and update it as required for ASX reporting purposes*

### **Charter history:**

Adopted: 26 July 2019

Reviewed and Amended on: 08 April 2020

Reviewed and Amended on: 23 October 2025 and 8 December 2025