

*ReadyTech Holdings Limited (**ReadyTech** and or **Company**), and its related entities (collectively, **ReadyTech Group**) are committed to achieving and demonstrating the highest standards of corporate governance to protect and enhance shareholder interests.*

*This Corporate Governance Statement:*

- *reports against the 4th edition of the ASX Corporate Governance Council's Principles and Recommendations (**ASX Principles**.) The practices detailed in this Corporate Governance Statement are current as at 27 August 2024; and*
- *has been approved by the Board and is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).*

## **Principle 1: The Board lays solid foundations for management and oversight**

### ***Board responsibilities and delegations***

The Company's Board Charter was adopted by the Board in March 2019 and is reviewed periodically.

The Board Charter is located on the ReadyTech website at [www.readytech.com.au](http://www.readytech.com.au).

The Board Charter provides a framework for the effective operation of the Board, setting out:

- the Board's role and responsibilities and size, composition and independence;
- the relationship and interaction between the Board and Management; and
- the authority delegated by the Board to Management and Board committees.

The Board Charter provides that the Board's role is to, amongst other things:

- represent and serve the interests of Shareholders by overseeing and appraising ReadyTech Group's strategies, policies and performance;
- oversee the ReadyTech Group, including providing leadership and setting its objectives;
- approve and monitor systems of risk management, internal compliance, accountability and control, codes of conduct and legal compliance to ensure appropriate compliance frameworks and controls are in place;
- set the risk appetite within which the Board expects Management to operate;
- monitor senior management's performance and approve remuneration policies and practices;
- monitor implementation of strategy and ensure appropriate resources are available;
- approve and monitor the progress of major capital expenditure, capital management and acquisitions and divestitures;
- approve budgets;
- approve and monitor the corporate, financial and other reporting systems of the ReadyTech Group, including external audit, and oversee their integrity;
- adopt appropriate procedures to ensure compliance with all laws, governmental regulations and accounting standards, including establishing procedures to ensure information that a reasonable person would expect to have a material effect on the price or value of the Shares is appropriately and accurately disclosed on a timely basis in accordance with all legal and regulatory requirements; and
- monitor the effectiveness of the ReadyTech Group's governance practices.

The Board's responsibilities include the appointment of a Chair, the appointment and removal of the CEO and CFO, review of corporate codes of conduct and other policies and approval of major capital expenditure, acquisitions and divestitures in excess of authority levels delegated to management.

The Board Charter provides that the Company Secretary is directly accountable to the Board through the Chair on all matters to do with the proper functioning of the Board.

The Board Charter delegates responsibility for day-to-day management and administration of the ReadyTech Group to the CEO and Executive Team.

The CEO is responsible for providing effective leadership, direction and supervision of the Executive Team to achieve the strategies, business plans and budgets adopted by the Board and ensuring compliance with all applicable laws and regulations.

The Board has procedures in place to regularly assess the performance of the CEO and the Executive Team.

### ***Board Committees***

The Board has established two Committees to assist it in discharging its functions:

- Audit and Risk Committee (**ARC**); and
- Nomination and Remuneration Committee (**NRC**).

### ***Board meetings and attendance***

The Board meets as often as necessary to fulfil its role. Directors are required to allocate sufficient time to ReadyTech to perform their responsibilities effectively, including adequate time to prepare for Board meetings. During FY2024, the full Board held 12 meetings.

The Chair is responsible for leading each Board meeting and ensuring all directors contribute to meetings and there is adequate time to discuss each agenda item.

The Chair promotes a constructive and respectful relationship between directors and the Board and management.

For full details of Directors' attendance at Board and Committee Meetings for FY2024, refer to "Meetings of Directors" on page 9 of the Company's Annual Report.

Management reports to the Board at Board meetings on the financial performance, its compliance with material legal and regulatory requirements and any conduct that is materially inconsistent with the values or code of conduct.

### ***Access to information and independent professional advice.***

Directors have access to management to seek explanations and information and to auditors to seek explanations and information without management being present.

Each Director has the right to seek, at the expense of the Company, any independent professional advice that they consider necessary to fulfill their responsibilities and to exercise independent judgment when making decisions, subject to the approval of the Chair, which cannot be unreasonably withheld or delayed.

### ***Background checks before appointing directors and senior executives***

Prior to the appointment of a new director or senior executive, the Board, with assistance from the NRC will undertake appropriate background checks as to his or her character, experience, education, criminal record and bankruptcy history.

In the case of a director candidate, prior to appointment, the candidate is required to provide the Chair with details of other commitments and an indication of time involved, and to acknowledge that the director candidate will have adequate time to fulfill their responsibilities as a Non-Executive Director of ReadyTech.

Prior to elections the Company will provide confirmation to shareholders that the appropriate checks have been conducted, along with the background information, including any concerns, and a statement on whether the election or re-election is supported or not and why.

ReadyTech has entered into written agreements with each Director (and Senior Executive) setting out the terms, conditions and responsibilities of their appointment. In accordance with Listing Rule 3.16.4, ReadyTech discloses, to the extent required, the key terms of all employment, service or consultancy agreements with Directors or other related parties.

The NRC reviews the performance of directors before they stand for re-election and reports to the Board on this matter.

Further to this, ReadyTech provides shareholders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a Director at a General Meeting.

### ***Diversity, equity, inclusion and belonging***

ReadyTech's purpose is to help communities thrive, for our customers and our workforce. We provide a workplace underpinned by values of equity and inclusivity, where all forms of diversity are embraced and where the focus is on creating a sense of belonging for all.

The Board reviews its diversity, equity, inclusion and belonging practices (**DEIB**) and Diversity Policy from time to time, with assistance from the NRC.

The Board will continue to review its policies periodically and as necessary to ensure it complies with any applicable legal or regulatory requirements and remains relevant and effective.

ReadyTech is committed to acting on measurable objectives to help us achieve our business and people goals. These provide a shared direction and commitment for the organisation so we can work together to respect and value our diverse workforce and build a more inclusive workplace.

In FY23 ReadyTech committed to a two-year strategy that comprises three major goals and objectives:

GOALS	OBJECTIVE
<b>Workforce diversity</b>	Recruit from a diverse, qualified group of candidates to increase the diversity of thinking and perspectives
<b>Workplace inclusion</b>	Foster a culture that encourages collaboration, flexibility and fairness to enable all employees to contribute to their potential and increase retention
<b>Sustainability and accountability</b>	Identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results

### **Progress against Measurable Objectives – workforce diversity**

ReadyTech has continued to make strides in its diversity recruiting efforts, which contribute to fostering a more inclusive and equitable workplace.

Key actions taken by ReadyTech include:

- Ensuring ReadyTech's job advertisements, position descriptions, interview processes, evaluation criteria, and Employee Value Proposition, are regularly reviewed with a diversity and inclusion lens.
- Expanding our reach to qualified candidates by advertising job openings through disability employment service partners and on specialized disability job boards.
- Training hiring leaders in recruitment and selection practices, to increase self-awareness around potential bias.
- Leveraged technology to implement standardised testing across ReadyTech to hire for diversity and reduce bias.
- Continued to adopt and explore alternative pathways into ReadyTech and technology roles, with a focus on attracting more women into our workforce, including those returning after a career break. Through our partnership with MEGT on their female-focused Digital Skills Cadetship program, we created several cadetship opportunities and placed a permanent role. We are committed to further transitioning cadetships into permanent positions, enhancing our talent pipeline.

These actions support our ongoing efforts to build a more diverse workforce, especially regarding gender diversity.

Women currently make up 35% of our Senior Executive Team.

ReadyTech's workforce gender diversity as of 30 June 2024 is as follows:

Level	Females	% of females	Males	% of males
<b>Board of Directors</b>	1	20%	4	80%
<b>Senior Executives*</b>	11	35%	20	65%
<b>Employees</b>	171	39%	271	61%
<b>Entire ReadyTech Organisation</b>	182	38%	291	62%

\*Senior Executives include senior management, who report directly to the CEO and the next layer of senior management, who report to those Senior Executives.

### Progress against Measurable Objectives – workplace inclusion

As a growing global technology company, ReadyTech believes that diversity of ideas and thought, and each individual's unique capabilities, experiences and characteristics will positively enhance our culture to deliver sustainable performance, growth and innovation.

We know that a thriving and positive culture increases employee and customer engagement, enabling us to better understand and deliver for our diverse customer base.

ReadyTech values diverse perspectives to enhance culture, performance, and innovation. Since 2023, we have committed to a fairer, more consistent, and transparent reward process through two key approaches:

1. Data-Driven Insights: We utilise enhanced data integrity and external salary benchmarking to reduce bias, ensuring that salaries align with industry standards and minimising gender-based pay disparities.
2. Guiding Principles:
  - Agility and Prudence: We make financially responsible hiring and pay decisions to ensure stability and sustainability, enabling optimal employee performance.
  - Rewarding Impact: Compensation is based on achievements and contributions to ReadyTech and the communities we serve.
  - Fair Value Exchange: Compensation is viewed as an exchange of value, considering both the value employees bring and what ReadyTech offers in return.

Communicating openly about the process has helped to lift engagement and sentiment about the performance appraisal process and salary decisions.

### Progress against Measurable Objectives – sustainability and accountability

ReadyTech aims to breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.

As we build a sustainable future we continue to refine our ways of working and our policies and practices including:

- Menopause and Endometriosis Leave: Providing dedicated leave for employees managing these health conditions.
- Bonus Leave Days: Offering additional leave days as a benefit.
- Parental Leave: Ensuring comprehensive leave policies that support all types of parental responsibilities.
- Flexible Work: Allowing employees to choose their work locations embracing hybrid working to better balance their personal and professional lives.

ReadyTech is dedicated to helping leaders build diverse teams. This commitment will be further reinforced through the introduction of Quarterly Segment Reports, which will facilitate regular discussions and reviews of team composition, allowing for the identification of necessary actions and improvements. To support these conversations, leaders will receive data insights, including role-level diversity ratios and breakdowns of new hires and departures. Progress will be monitored continuously, with ongoing coaching provided to help leaders benefit from a more diverse team structure

As we intensify our focus on ESG commitments, we will address these observations in a more targeted and deliberate manner. Our aim is to enhance our ESG strategy by incorporating sustainability and accountability into

our approach, ensuring that our diversity and inclusion efforts align with our broader social responsibility and governance objectives.

The NRC guides the Company in its responsibilities related to people and remuneration practices. It ensures these practices align with performance and financial soundness, promote behaviors that appropriately mitigate operational, financial, regulatory, and reputational risks, and avoid rewarding conduct that contradicts ReadyTech's values, culture and risk appetite.

### ***Performance review of the Board***

The Board with assistance from the NRC is responsible for evaluating and reviewing the performance of the Board, both collectively and individually and ensuring the directors have the appropriate knowledge and skills to fulfil their duties to the Company.

The Board and its Committees periodically self-assess their performance against a range of criteria.

The Board is continuing to review its Board Skills Matrix to ensure the Board has the skills needed, on a forward-looking basis, to address the existing and emerging combined business, especially in light of the recent IT Vision acquisition.

The Board undertook a Board performance evaluation process during FY24.

### ***Performance Review of the CEO and Senior Executives***

ReadyTech's Board Charter provides that the Board is responsible for monitoring the performance of the CEO and Senior Executives.

The NRC is responsible for ensuring processes are in place to periodically evaluate the performance of senior executives. It is a responsibility of the NRC for annually reviewing the performance of the CEO and make recommendations to the Board on remuneration arrangements for the CEO and Senior Executives.

The performance of the CEO and Senior Executives are assessed annually with reference to agreed milestones. Details of the remuneration of the Senior Executives who are considered by the Company to be Key Management Personnel are set out in the *Remuneration Report*.

## **Principle 2: The Board is structured to be effective and add value**

### ***Nomination and Remuneration Committee (NRC)***

The Board may, from time-to-time, establish appropriate committees to assist in the discharge of its responsibilities

The Board has established the NRC. The NRC charter requires that the committee must have at least three members, a majority of whom must be independent Directors and all of whom must be Non-Executive Directors. The committee must also have an independent Chair who is not the Chair of the Board.

The NRC has three members all of whom are independent Non-Executive Directors.

The NRC's primary responsibilities with respect to nominations include:

- reviewing and recommending to the Board the size and composition of the Board, including reviewing Board
- succession plans and the succession of the Chairman and CEO, having regard to the objective that the Board comprise directors with a broad range of skills, expertise and experience from a broad range of backgrounds, including gender;
- reviewing and recommending to the Board the criteria for Board membership;
- reviewing and recommending to the Board the composition and membership of the Board; and
- assisting the Board as required in relation to the performance evaluation of the Board, its committees and individual directors, and in developing and implementing plans for identifying, assessing and enhancing director competencies.

The NRC currently comprises of Helen Lea (Chair) (appointed on 21 May 2024), Timothy Ebbeck and Tony

Faure.

Between 30 June 2023 and 21 May 2024, the Committee was chaired by Timothy Ebbeck and comprised of Timothy Ebbeck, Elizabeth Crouch and Tony Faure. Helen Lea was appointed as Chair of the NRC as of 21 May 2024.

For details of the qualifications and experience of each NRC member, refer to “Information on Directors”, contained within the Annual Report. For details regarding the number of NRC meetings and the attendance at those meetings, refer to “Meetings of Directors” contained within the Annual Report.

Further detail in relation to the NRC’s function as a remuneration committee is available under Principle 8 of this Corporate Governance Statement.

The NRC Charter was adopted by the Board in March 2019 and is reviewed from time to time. The NRC Charter is located on ReadyTech’s website at [www.readytech.com.au](http://www.readytech.com.au).

### ***Composition of the Board and details of Directors***

The Board considers an independent Director to be a Non-Executive Director who is not a member of Management and who is free of any business or other relationship that could materially interfere with or reasonably be perceived to interfere with the independent and unfettered exercise of their judgement. The Board considers the materiality of any given relationship on a case-by-case basis.

The Board regularly reviews the independence of each Director in light of information disclosed by each Director to the Board.

The Chair of the Board is considered independent and separate from the CEO.

The Board consists of a majority of independent directors and considers that each of Tony Faure, Elizabeth Crouch (resigned with effect from 21 May 2024), Timothy Ebbeck and Helen Lea (appointed 21 May 2024) is an independent director, free from any business or any other relationship that could materially interfere with, or reasonably be perceived to interfere with the independent exercise of the Director’s judgement and each is able to fulfil the role of an independent director for the purposes of ASX Recommendations.

Elizabeth Crouch resigned as an Independent Non-Executive Director with effect from 21 May 2024 after 5 years of service to ReadyTech.

Helen Lea joined ReadyTech as an Independent Non-Executive with effect from 21 May 2024.

Tom Matthews was the representative of Pemba (an entity that is a substantial holder of the Company) until 30 July 2024. Tom Matthews resigned from the Board with effect from 30 July 2024. As a result, Mark Summerhayes who was Tom Matthew’s Alternate Director since 2019, was appointed as a Non-Independent Non-Executive Director with effect from 30 July 2024.

Tom Matthews and Mark Summerhayes are directors of, and minority investors in, certain entities controlled by Pemba. As Pemba is a substantial Shareholder of the Company, the Directors consider that this position results in the Pemba representatives not being an independent Directors of the Company.

Marc Washbourne is considered by the Board not to be independent for the purposes of ASX Recommendations as he is the CEO of the ReadyTech Group.

There is a clear division of responsibility between the Independent Non- Executive Chair and the CEO.

Each Director must provide to the Board all information relevant to the assessment of his or her independence and where a Director’s independent status changes, ReadyTech will immediately disclose and explain this to the market.

The below table sets out the independent status of each director:

Director	Independent Status	Appointment Date
Tony Faure (Chair)	Independent Non-Executive Director	8 March 2019
Marc Washbourne (CEO & Managing Director)	Not independent	8 March 2019
Elizabeth Crouch	Independent Non-Executive Director (Director resigned with effect 21 May 2024)	8 March 2019
Timothy Ebbeck	Independent Non-Executive Director	8 March 2019
Tom Matthews	Non Independent Non-Executive Director (Director resigned with effect from 30 July 2024)	8 March 2019
Mark Summerhayes	Alternate Non Independent Non- Executive Director for Tom Matthews until 30 July 2024 Appointed as Non Independent Non-Executive Director with effect from 30 July 2024	22 July 2019
Helen Lea	Independent Non-Executive Director	21 May 2024

For details of the current Directors, their qualifications, skills and experience refer to the “Directors’ Report”, contained within the Company’s Annual Report.

### **Board skills matrix**

Under the Company’s Constitution, the Board must comprise of at least three Directors and a maximum of eight Directors. The Board regularly reviews the composition of the Board, considering the number and skill mix of the Directors to ensure the Board can address existing and emerging business and governance issues relevant to ReadyTech.

The Board has developed a Board skills matrix which is included in its Diversity Policy and provided below.

The Board recognises that skills such as leadership and previous experience as a chief executive, chair or board member of a large organisation have traditionally been prerequisites to appointment as a director, the Board further recognises that other skills gained from experience in the following areas are key skills and experience that the Board as a whole should comprise:

<b>Skills and experience</b>
Industry – payroll and human capital management; education and training; government and justice
Technical – equity markets and capital raising; financial qualifications and experience; SaaS / cloud business and customer experience; M&A; innovation/ commercialisation / IP / R&D; strategy development
Governance – corporate governance and board experience; risk management; regulatory / legal; ASX listed company experience; shareholder relationship management
Business / administration – management experience; strategic negotiation; sales / marketing and general operations experience; information technology;
Interpersonal skills – leadership; corporate social responsibility; contribution
Diversity

The Board considers, and where necessary, updates, the Board skills matrix at least annually to ensure that as ReadyTech develops, the Board comprises the appropriate mix of skills, expertise, experience and diversity.

The Board is continuing to review its Board Skills Matrix to ensure the Board has the skills needed, on a forward looking basis, to address the existing and emerging combined business.

### **Induction and education**

The NRC is responsible for arranging for any new director to undertake an induction program to enable them to gain an understanding of the Company’s operations and the industry sectors in which it operates, the culture and values of the Company, the Company’s financial, strategic, operational and risk management position and their rights, duties and responsibilities.

The NRC ensures that a periodic review of directors' performance is conducted and appropriate professional development opportunities are available to directors to develop and maintain their skills and knowledge needed to perform their role as directors effectively.

### **Principle 3: The Board instils a culture of acting lawfully, ethically and responsibly**

The Board is conscious of the importance of the Company's culture and distilling it to all employees to ensure lawful, ethical and responsible behaviour.

#### ***Company values***

The ReadyTech's values are "Ready to put people first; Ready to do the right thing; Ready to do the work; Ready for change."

The Company's values are included on ReadyTech's website in the "Our Company" section; in the "Who we are" video.

#### ***Code of Conduct***

The Board recognises the need to observe a high standard of corporate practice and business conduct. Accordingly, the Board adopted a formal Code of Conduct.

All ReadyTech Directors, officers, senior executives, employees, contractors and consultants must comply with the Code of Conduct and have received appropriate training on their obligations under the Code of Conduct.

The key aspects of the code are to:

- act with honesty, integrity, fairness and responsibility and ethically and in the best interests of the ReadyTech Group;
- act in accordance with ReadyTech's values, all applicable laws, regulations, policies and procedures;
- have responsibility and accountability for individuals for reporting and investigating reports of unethical practices;
- disclose and deal appropriately with any conflicts; and
- use ReadyTech Group's resources and property properly.

The Code of Conduct sets out the Company's values and policies on various matters including ethical conduct, business conduct, compliance, privacy, security of information, integrity, conflicts of interest and corporate social responsibility.

The Code of Conduct was adopted by the Board in March 2019 and is reviewed from time to time. The Code of Conduct is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).

Material breaches of the Code of Conduct are notified to Board and Audit and Risk Committee.

#### ***Whistleblower Policy***

To encourage employees to speak up and help ReadyTech live up to its values, the Board has adopted a Whistleblower Policy which gives clear guidance on how to speak out about any unlawful, unethical or irresponsible behaviour.

The policy includes:

- details on the types of concerns to be reported;
- how confidentiality is safeguarded; and
- processes of investigation.

All employees and managers receive appropriate training on the Whistleblower Policy and it is periodically reviewed by the Board to ensure it is operating effectively and is inline with current legal requirements.

The Whistleblower Policy was adopted by the Board on 19 December 2019 which was reviewed and updated on 22 August 2023 and is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).



### ***Anti-bribery and corruption Policy***

The Company adopted a fraud and corruption policy in March 2019 and is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).

The purpose of the policy is to protect the assets and reputation of ReadyTech by reinforcing the commitment of the Company to identifying fraudulent and corrupt activities and reinforcing the requirement to refrain from corrupt and fraudulent conduct and encouraging the reporting of any instance of fraud and corrupt conduct.

### ***Securities Trading Policy***

The Company has adopted a securities trading policy which applies to the Company and its Directors, officers, employees and management, including those persons having authority and responsibility for planning, directing and controlling the activities of the ReadyTech Group, whether directly or indirectly.

The policy is intended to explain the types of conduct in relation to dealings in securities that are prohibited under the Corporations Act and establish procedures in relation to Directors, Management or employees dealing in securities to ensure that public confidence is maintained in the reputation of the Company, the Directors, Management and employees and in the trading of the Company's securities.

The policy provides that Directors, Management and employees must not deal in the Company's securities when they are aware of "inside" information. Directors and certain restricted employees must not deal in the Company's securities during any of the following blackout periods:

- the period from the close of trading on the ASX on 30 June each year until the day following the announcement to ASX of the full-year results;
- the period from the close of trading on the ASX on 31 December each year until the day following the announcement to ASX of the half-year results; and
- any other period that the Board specifies from time to time.

Directors and restricted employees must receive prior approval for any proposed dealing in the Company's securities outside of the above blackout periods (including any proposed dealing by one of their connected persons).

In all instances, buying or selling of Shares is not permitted at any time by any person who possesses inside information.

The Securities Trading Policy is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).

## **Principle 4: The Board safeguards the integrity of corporate reports**

### ***Audit and Risk Committee (ARC)***

The ARC charter requires that the committee must have at least three members, a majority of whom must be independent Directors and all of whom must be Non-Executive Directors.

The committee must also have an independent Chair who is not the Chair of the Board. In addition, all members of this committee must be financially literate and have familiarity with financial and accounting matters and at least one member must be a qualified accountant or other financial professional with appropriate expertise of financial and accounting matters.

The ARC has three members all of whom are independent Non-Executive Directors.

The ARC currently comprises of Timothy Ebbeck (Chair), Tony Faure and Helen Lea (appointed on 21 May 2024).

Between 30 June 2023 and 21 May 2024, the Committee was chaired by Elizabeth Crouch and comprised of Elizabeth Crouch, Timothy Ebbeck and Tony Faure. Timothy Ebbeck was appointed as Chair of the ARC as of 21 May 2024 following the resignation of Elizabeth Crouch. All members of the ARC are financially literate.

The primary role of the ARC is to assist the Board in carrying out its accounting, auditing and financial reporting

responsibilities including:

- engaging in the oversight of, and assessing the adequacy of, the ReadyTech Group's financial reporting and disclosure processes and overseeing and reviewing the outputs of that process;
- assessing the appropriateness and application of the ReadyTech Group's accounting policies and principles and any changes to them, so that they accord with the applicable financial reporting framework;
- assessing the appropriateness of any significant accounting estimates, judgements or choices contained in the ReadyTech Group's financial reports;
- reviewing all half-yearly and annual reports with management, advisers, and the external auditors (as appropriate) and recommending the applicable accounts' adoption by the Board if those reports reflect the understanding of the members of the committee, and otherwise provide a true and fair view of the financial position of the ReadyTech Group;
- overseeing the establishment and implementation of risk management and internal compliance and control systems and ensuring that there is a mechanism for assessing the ongoing efficacy of those systems;
- approving the terms of engagement, including fees with the external auditor at the beginning of each financial year;
- approving policies and procedures for appointing or removing an external auditor and for external audit engagement partner rotation; and
- meeting periodically with the external auditor and inviting them to attend committee meetings to assist the committee to discharge its obligations.

Under the charter, it is the policy of the Company that its external auditing firm must be independent of it. The committee will review and assess the independence of the external auditor on an annual basis.

The ARC may obtain information from, and consult with, management, the external auditor and external advisers, as it considers appropriate. The ARC also has access to the external auditor to discuss matters without Management being present.

For details of the qualifications and experience of each ARC member, refer to "Information on Directors", contained within the Annual Report. For details regarding the number of ARC meetings and the attendance at those meetings, refer to "Meetings of Directors" contained within the Annual Report.

Further detail in relation to the ARC's function as a risk committee is available under Principle 7 of this Corporate Governance Statement.

The ARC Charter was adopted by the Board in March 2019. The ARC Charter is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).

### ***CEO and CFO declaration***

Prior to Board approval of ReadyTech's annual financial reports, the CEO and CFO must provide the Board with the declarations required under section 295A of the Corporations Act and Recommendation 4.2 of the ASX Principles. This declaration is also provided prior to Board approval of ReadyTech's half-year financial reports required under Recommendation 4.2 and as if section 295A of the Corporations Act applied in respect of a half-year period.

For the financial year ended 30 June 2024, the CEO and CFO made a declaration in accordance with section 295A of the Corporations Act and Recommendation 4.2 of the ASX Principles.

### ***Periodic Corporate Report***

For the Financial Year 2024 a number of ReadyTech's periodic corporate reports<sup>1</sup> released by ReadyTech to the market were audited or subject to review by the auditor.

In relation to some of the key announcements made during the period, a verification process was undertaken by Management to ensure the information included in these announcements was materially accurate, balanced and

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<sup>1</sup> Periodic corporate report is defined in the ASX Principles as an entity's annual directors' report, annual and half yearly financial statements, quarterly activity report, quarterly cash flow report, integrated report, sustainability report, or similar periodic report prepared for the benefit of investors.

provided investors with appropriate information to make informed investment decisions.

The verification process varies depending on the nature of the report but typically includes preparation by subject matter experts (e.g. finance, legal, governance, HR and other expert advisers as appropriate) and final review by the CEO, CFO and Company Secretary (and review and sign-off by the Board).

### **Auditor at AGM**

At ReadyTech's 2024 AGM, Deloitte, as the independent external auditor, will be present and available to answer shareholder questions on the:

- conduct of the independent external audit;
- preparation and content of the independent external auditor's report;
- accounting policies adopted by in relation to the preparation of the financial statements; and
- independence of Deloitte in relation to the conduct of the audit.

### **Principle 5: The Board makes timely and balanced disclosure**

It is the intention of the Board to ensure that Shareholders are kept informed of all major developments affecting the state of affairs of ReadyTech.

The Company has adopted a Continuous Disclosure Policy which establishes procedures that are aimed at ensuring that Directors and Management are aware of, and fulfil, their obligations in relation to the timely disclosure of material price-sensitive information. Under the continuous disclosure policy, the Board is responsible for managing the Company's compliance with its continuous disclosure obligations. It is a standing agenda item at all Board meetings to consider any information that may be required to be disclosed to the ASX in accordance with the Company's continuous disclosure obligations.

The ReadyTech Continuous Disclosure Policy sets out ReadyTech's disclosure obligations under the Corporations Act and ASX Listing Rules and is located on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au).

The Board has appointed the CFO and Company Secretary to act as Disclosure Officers for the Company. The Disclosure Officers have primary responsibility for all communication with the ASX on disclosure matters.

The Disclosure Officers and CEO are primarily responsible for assessing if information is price-sensitive and should be disclosed publicly under the Policy and ensuring that the Policy is implemented and enforced and that all material information is disclosed to the ASX as required by the Corporations Act and the Listing Rules.

All material market announcements are provided to the Board before they are released to the market for review and promptly upon release to the market.

ReadyTech provides all new and substantive investor or analyst presentations to the ASX market announcements platform ahead of the presentation.

### **Principle 6: The Board respects the rights of security holders**

The Board's aim is to ensure that Shareholders are provided with sufficient information about itself and its governance to assess the performance of the ReadyTech Group and that Shareholders are kept informed of all major developments affecting the state of affairs of the ReadyTech Group in accordance with all applicable laws. In addition to the Company's continuous disclosure obligations, the Company has adopted a Shareholder Communications Policy to keep Shareholders informed.

### **ReadyTech website**

ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au) is kept current to maintain effective communication with shareholders and stakeholders.

All ASX announcements made to the market, including annual and half-year financial results, are posted on the Company's website at <https://investors.readytech.com.au> as soon as they have been released by ASX.

The full text of all notices of meetings and explanatory material, the Company's Annual Report, key policies, its values, the Constitution, the charters of its Board committees and copies of all investor presentations made to

analysts and media briefings are posted on the Company's website. The website also contains a facility for Shareholders to direct queries to the Company.

All ASX announcements made by ReadyTech can also be accessed from the 'Announcements' section of the ASX website at [www.asx.com.au/asx/statistics/announcements.do](http://www.asx.com.au/asx/statistics/announcements.do), using ReadyTech's ticker code: RDY.

ReadyTech also provides information regarding itself and its governance arrangements via its website (under the heading "Corporate Governance").

### ***Investor relations***

Relationships with investors are very important at ReadyTech. Following ReadyTech's release of its half-year and annual financial statements, ReadyTech conducts investor briefings and investor roadshows with institutional groups and analysts.

ReadyTech's AGM is usually held in November each year and the Chair, Directors and Key Management Personnel will engage with Shareholders in advance of the AGM, as appropriate.

### ***Shareholder communications***

Shareholders may elect to receive all communications from the ReadyTech share registry electronically. Electronic communications have the added advantage of being timelier and more cost effective, which benefits all ReadyTech owners and is encouraged by ReadyTech.

Shareholders should contact the ReadyTech share registry (Link Market Services Limited) if they wish to elect to receive electronic communications by emailing [registrars@linkmarketservices.com.au](mailto:registrars@linkmarketservices.com.au).

The ReadyTech share registry is managed by Link Market Services Limited:  
[www.linkmarketservices.com.au/corporate/home.html](http://www.linkmarketservices.com.au/corporate/home.html).

### ***Shareholder engagement and participation***

To encourage shareholder engagement and participation at the AGM, shareholders have the opportunity to attend the AGM, ask questions from the floor, participate in voting and meet the Board and the Management team in person.

Shareholders who are unable to attend the AGM are encouraged to vote on the proposed motions by appointing a proxy via the proxy form that accompanies the notice of meeting, or online through the share registry's website.

Shareholders have the opportunity to submit written questions and comments to ReadyTech and its external auditor.

All substantive resolutions considered by shareholders at shareholder meetings have been, and will continue to be, conducted by a poll.

Presentations and speeches made by the Chair and CEO at the AGM are made available on the ASX announcements platform, and ReadyTech's website before the commencement of the meeting.

ReadyTech also publishes the results of the AGM to the ASX and on its website following the conclusion of the AGM.

## **Principle 7: The Board recognises and manages risk**

### ***Risk Management***

In its function as a risk committee, the ARC assists the Board in fulfilling its corporate governance responsibilities with regard to providing oversight and ensuring the soundness of ReadyTech's risk management framework and internal control systems.

The ARC's primary responsibilities with respect to risk management include:

- overseeing the establishment and implementation of risk management and internal compliance and

control systems and ensuring that there is a mechanism for assessing the ongoing efficacy of those systems;

- reviewing and approving policies and procedures on risk oversight and management and making recommendations to the Board on any changes required to the risk management framework; and
- receiving reports from Management concerning the ReadyTech Group's material existing, new and emerging risks in order to assess the internal processes for determining, monitoring and managing these risks and to monitor the risk profile of the ReadyTech Group.

The Board is responsible for overseeing and approving risk management strategy and policies. The Board has responsibility for identifying major risk areas and implementing risk management systems and setting the risk appetite for the ReadyTech Group. The Board is responsible for monitoring risk management framework and its adequacy and establishing procedures which seek to provide assurance that major business risks are identified, consistently assessed and appropriately addressed. The Board may delegate these functions to the ARC.

Details of the ARC are contained in the disclosure under Principle 4. For details of the qualifications and experience of each ARC member, refer to "Information on Directors", contained within the Annual Report. For details regarding the number of ARC meetings and the attendance at those meetings, refer to "Meetings of Directors" contained within the Annual Report.

In addition to the ARC, ReadyTech has adopted a risk management policy. The Risk Management Policy is available on ReadyTech's website at [www.readytech.com.au](http://www.readytech.com.au). This policy highlights the risks relevant to the Company's operations and the ReadyTech Group's commitment to designing and implementing systems and methods appropriate to minimise and control its risks.

The Company regularly undertakes reviews of its risk management procedures to ensure that it complies with its legal obligations, including assisting the CEO or CFO and Company Secretary to provide declarations required under section 295A of the Corporations Act.

#### ***Internal audit***

Given the size and scale of ReadyTech's current operations, ReadyTech has not established an internal audit function. Oversight of the effectiveness of ReadyTech's governance, risk management and internal control processes currently form part of the responsibilities of Management.

The Board also relies on ongoing reporting and discussion of the management of material business risks to evaluate and continually improve the effectiveness of ReadyTech's governance, risk management and internal control processes.

As ReadyTech's business operations continue to develop, the ARC may consider establishing an independent internal audit function.

#### ***Economic, environmental and social risks***

As set out above, ReadyTech has a risk management framework and Risk Management Policy.

The risk management processes in place require regular review of the ReadyTech Group's existing risks and the identification of new and emerging risks facing the ReadyTech Group, including financial and non-financial matters. The risk processes in place have identified the following possible risk areas:

<b>Economic risks</b>	<ul style="list-style-type: none"><li>• Information Technology</li><li>• Reliance on third party technology and development services</li><li>• Reputation</li></ul>
<b>Environmental risks</b>	<ul style="list-style-type: none"><li>• Climate Change</li></ul>
<b>Social sustainability risks</b>	<ul style="list-style-type: none"><li>• Reputation</li></ul>

#### ***Other risks***

ReadyTech faces certain other business risks, notably those related to:

- retention and attraction of clients
- retention and attraction of key personnel
- increase in industry competition
- compliance and regulatory
- intellectual property

These risks are carefully managed by ReadyTech in accordance with the Risk Management Policy.

## **Principle 8: The Board remunerates fairly and responsibly**

### ***Nomination and Remuneration Committee (NRC)***

The NRC assists the Board in fulfilling its corporate governance responsibilities to remunerate fairly and responsibly. The NRC's primary responsibilities with respect to remuneration include:

- reviewing and recommending arrangements for the CEO and any other Executive Directors, and the executives reporting to the CEO, including contract terms, annual remuneration and participation in the Company's short and long-term incentive plans;
- reviewing major changes and developments in the ReadyTech Group's remuneration, recruitment, retention and termination policies and procedures for senior Management;
- reviewing and approving short-term incentive strategy, performance targets and bonus payments;
- reviewing and recommending to the Board major changes and developments to the Company's employee equity incentive plans;
- recommending whether offers are to be made under any or all of the ReadyTech Group's employee equity incentive plans in respect of a financial year;
- in respect of the ReadyTech Group's employee equity incentive plans, reviewing and approving the proposed terms of, and authorise the making of, offers to eligible employees of the ReadyTech Group, including determining the eligibility criteria applying in respect of an offer, in respect of a financial year;
- reviewing and recommending to the Board the remuneration arrangements for the Chair and the Non-Executive Directors of the Board, including fees, travel and other benefits; and
- ensuring coherent remuneration policies and practices are in place which enable the ReadyTech Group to attract and retain executives and Directors who will create value for Shareholders.

Details of the NRC are contained in the disclosure under Principle 2. For details of the qualifications and experience of each NRC member, refer to "Information on Directors", contained within the Annual Report. For details regarding the number of NRC meetings and the attendance at those meetings, refer to "Meetings of Directors" contained within the Annual Report.

### ***Remuneration policies and practices***

Details about ReadyTech's remuneration strategy, framework, policies and practices are set out in the Company's Remuneration Report which clearly distinguishes the structure of Non-Executive Directors' remuneration from that of the Management Key Management Personnel.

ReadyTech has also adopted a Remuneration Policy which is located on the ReadyTech website at [www.readytech.com.au](http://www.readytech.com.au).

The ReadyTech Remuneration Report for the FY24 is set out from page 10 of the Annual Report and located on the ReadyTech website at [www.readytech.com.au](http://www.readytech.com.au).

### ***Policy on hedging equity-based incentive schemes***

ReadyTech introduced the Equity Incentive Plan in FY21. The Equity Incentive Plan is a long term incentive plan established to assist in the motivation, retention and reward of senior management and designed to align the interests of executives and senior management with the interests of shareholders by providing an opportunity for participants to receive an equity interest in the Company.

The Company's Securities Trading Policy provides that the Company may grant securities, options or performance rights to its employees as part of their remuneration entitlements.

These grants will usually be subject to the satisfaction of performance hurdles before they vest in the relevant employee.

The use of derivatives over unvested Company Securities may allow value to be realised from those securities even if performance hurdles have not been met.

This would break the intended connection between staff performance and shareholder best interests.

Accordingly, employees are not permitted to use Derivatives<sup>2</sup> in relation to any unvested company securities. Employees may use Derivatives in relation to vested company securities, provided any dealing complies with the Company's Securities Trading Policy.

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<sup>2</sup> Derivatives has the meaning given in the Corporations Act and includes the following if they relate to or derive their value from Company Securities; put or call options, forward contracts, futures, warrants, depositary receipts, structured financial products, swaps, contracts for difference, spread bets, caps and collars, and any other hedging or investment arrangement.



# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

ReadyTech Holdings Limited

ABN/ARBN

25 632 137 216

Financial year ended:

30 June 2024

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.readytech.com.au/investors/board-profiles/corporate-governance>

The Corporate Governance Statement is accurate and up to date as at 27 August 2024 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: 27 August 2024

Name of authorised officer authorising lodgement: Nimesh Shah (Chief Financial Officer and Company Secretary)

<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 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 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"/> see pages 1 and 2 and we have disclosed a copy of our board charter on our website at: <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a>	
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"/> see page 2.	
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"/> see page 2.	
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"/> see page 1.	

<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 <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>
1.5	<p>A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a diversity policy;</li> <li>(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</li> <li>(c) disclose in relation to each reporting period: <ul style="list-style-type: none"> <li>(1) the measurable objectives set for that period to achieve gender diversity;</li> <li>(2) the entity's progress towards achieving those objectives; and</li> <li>(3) either: <ul style="list-style-type: none"> <li>(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</li> <li>(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.</li> </ul> </li> </ul> </li> </ul> <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>	<input checked="" type="checkbox"/> see pages 3, 4 and 5 and we have disclosed a copy of our diversity policy on our website at: <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a>	
1.6	<p>A listed entity should:</p> <ul style="list-style-type: none"> <li>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</li> <li>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</li> </ul>	<input checked="" type="checkbox"/> see page 5.	

## 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>
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"/></p> <p>see page 5.</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>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 checked="" type="checkbox"/></p> <p>see pages 5 and 6 and we have disclosed a copy of the charter of the committee on our website at:  <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a></p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings are listed in the "Meetings of Directors" section on page 9 of the Annual Report, which can be found at:  <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a></p>	
2.2	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><input checked="" type="checkbox"/></p> <p>see page 7.</p>	
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	<p><input checked="" type="checkbox"/></p> <p>see page 7.</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>
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/> see page 7.	
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 checked="" type="checkbox"/> see page 6.	
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"/> see pages 7 and 8.	
<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"/> see page 8. The Company's values are included in the "Who we are" video located on our website at: <a href="https://readytech.com.au/who-we-are/our-company/">https://readytech.com.au/who-we-are/our-company/</a>	
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"/> see page 8 and we have disclosed our code of conduct at: <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a>	
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"/> see pages 8 and 9 and we have disclosed our whistleblower policy on our website at: <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a>	
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"/> see page 9 and we have disclosed our fraud and corruption policy on our website at: <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a>	

## 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>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 checked="" type="checkbox"/></p> <p>see pages 9 and 10 and we have disclosed a copy of the charter of the committee on our website at:  <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a></p> <p>Information relating to the qualifications and experience of members is included in the Annual Report under “Information on Directors” on pages 6 and 7.</p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings are listed in the “Meetings of Directors” section on page 9 of the Annual Report.</p> <p>The Annual Report can be found at:  <a href="https://investors.readytech.com.au/investor-centre/?page=results-centre">https://investors.readytech.com.au/investor-centre/?page=results-centre</a></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>see page 10.</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>see page 10.</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>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"/> see page 11 and we have disclosed our continuous disclosure compliance policy on our website at: <a href="https://investors.readytech.com.au/investor-centre/?page=results-centre">https://investors.readytech.com.au/investor-centre/?page=results-centre</a>	
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"/> see page 11.	
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"/> see page 11.	
<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"/> see pages 11 and 12 and we have disclosed information about us and our governance on our website at: <a href="https://investors.readytech.com.au/investor-centre/">https://investors.readytech.com.au/investor-centre/</a>	
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/> see page 12.	
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> see page 12.	
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"/> see page 12.	
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"/> see page 12.	

## 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>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 checked="" type="checkbox"/></p> <p>See pages 9, 10 and 13 and we have disclosed a copy of the charter of the committee on our website at:  <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a></p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings are listed in the "Meetings of Directors" section on page 9 of the Annual Report, which can be found at:  <a href="https://investors.readytech.com.au/investor-centre/?page=results-centre">https://investors.readytech.com.au/investor-centre/?page=results-centre</a></p>	
7.2	<p>The board or a committee of the board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	<p><input checked="" type="checkbox"/></p> <p>see page 13.</p>	
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	<p><input checked="" type="checkbox"/></p> <p>ReadyTech complies with paragraph (b). See page 13.</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 <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>
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"/> see pages 13 and 14.	

## 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>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 checked="" type="checkbox"/></p> <p>see pages 5, 6 and 14 and we have disclosed a copy of the charter of the committee on our website at:  <a href="https://www.readytech.com.au/investors/board-profiles/corporate-governance">https://www.readytech.com.au/investors/board-profiles/corporate-governance</a></p> <p>The number of times the committee met throughout the period and the individual attendances of the members at those meetings are listed in the “Meetings of Directors” section on page 9 of the Annual Report, which can be found at:  <a href="https://investors.readytech.com.au/investor-centre/?page=results-centre">https://investors.readytech.com.au/investor-centre/?page=results-centre</a></p>	
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.	<p><input checked="" type="checkbox"/></p> <p>see page 14.</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>see page 15.</p>	