

# Appendix 4G

## Key to Disclosures

### Corporate Governance Council Principles and Recommendations

Name of entity

hummm group limited (ASX:HUM)
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ABN/ARBN

75 122 574 583
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Financial year ended:

30 June 2023
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Our corporate governance statement<sup>1</sup> for the period above can be found at:<sup>2</sup>

- These pages of our annual report: 49-63
- This URL on our website:

The Corporate Governance Statement is accurate and up to date as at 24 August 2023 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: 24 August 2023

Name of authorised officer authorising lodgement: Lisa-Anne Carey

<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 <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>
<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.	✓ and we have disclosed a copy of our board charter at: <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=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.	✓	
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	✓	
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.	✓	

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

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

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<p>1.5 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>	<p>✓</p> <p>and we have disclosed a copy of our diversity statement in the Code of Conduct at:  <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and we have disclosed the information referred to in paragraph (c) at:  our Corporate Governance Statement  <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p>	

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1.6	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p>✓</p> <p>We have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>our Corporate Governance Statement  <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p>	<p>✓</p> <p>During the Reporting Period, given the short tenure of the majority of directors, it was determined to not conduct the evaluation process for the Board and Committees.</p>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	<p>✓</p> <p>and we have disclosed the evaluation process referred to in paragraph (a) at:</p> <p>our Corporate Governance Statement  <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and whether a performance evaluation was undertaken for the reporting period in accordance with that process at:</p> <p>our Corporate Governance Statement  <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p>	

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<b>PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE</b>			
2.1	<p>The board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <ol style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ol> <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>✓</p> <p>We have disclosed a copy of the charter of the committee at:</p> <p><a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>Annual Report</p> <p><a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-Centre/</a></p>	
2.2	<p>A listed entity should have and disclose a board skills matrix setting out the mix of skills that the board currently has or is looking to achieve in its membership.</p>	<p>✓</p> <p>and we have disclosed our board skills matrix at:</p> <p>our Corporate Governance Statement</p> <p><a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p>	

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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>✓</p> <p>and we have disclosed the names of the directors considered by the board to be independent directors at:</p> <p>our Corporate Governance Statement <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and, where applicable, the information referred to in paragraph (b) at:</p> <p>our Corporate Governance Statement <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and the length of service of each director at:</p> <p>Annual Report <a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-Centre/</a></p>	
2.4	A majority of the board of a listed entity should be independent directors.	✓	
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.		<p>✓</p> <p>The Board believes Mr Andrew Abercrombie's lengthy experience with, and knowledge of, the Company, including his role as a founding director, is of significant benefit to the Company, and supports his role as Chair, notwithstanding that he is not an independent director.</p>

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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.	✓	
<b>PRINCIPLE 3 - INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	✓ and we have disclosed our values at: our Corporate Governance Statement <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</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.	✓ and we have disclosed our Code of Conduct at: <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=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.	✓ and we have disclosed our Whistleblower Protection Policy at: <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=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.	✓ and we have disclosed our Anti-bribery and Corruption Policy at: <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a>	

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<b>PRINCIPLE 4 - SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS</b>			
4.1	<p>The board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the board, 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>✓</p> <p>We have disclosed a copy of the charter of the committee at:</p> <p><a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>Annual Report</p> <p><a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-Centre/</a></p>	



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4.2	The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	✓	
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	✓	
<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.	✓ and we have disclosed our continuous disclosure compliance policy at: <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a>	
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	✓	
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.	✓	

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<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.	✓ and we have disclosed information about us and our governance on our website at: our Corporate Governance Statement <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a>	
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	✓	
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	✓ and we have disclosed how we facilitate and encourage participation at meetings of security holders at: our Corporate Governance Statement <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a>	
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.	✓	
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.	✓	

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<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> <ol style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ol> <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>✓</p> <p>We have disclosed a copy of the charter of the committee at:</p> <p><a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>Annual Report</p> <p><a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-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>✓</p> <p>and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at:</p> <p>our Corporate Governance Statement</p> <p><a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p>	

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7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	✓ and we have disclosed how our internal audit function is structured and what role it performs at: our Corporate Governance Statement <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a>	
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.	✓ and we have disclosed whether we have any material exposure to environmental and social risks at: <a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a>	

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<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> <ol style="list-style-type: none"> <li>(1) has at least three members, a majority of whom are independent directors; and</li> <li>(2) is chaired by an independent director, and disclose:</li> <li>(3) the charter of the committee;</li> <li>(4) the members of the committee; and</li> <li>(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</li> </ol> <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>✓</p> <p>We have disclosed a copy of the charter of the committee at:</p> <p><a href="https://investors.humm-group.com/Investor-Centre/?page=corporate-governance">https://investors.humm-group.com/Investor-Centre/?page=corporate-governance</a></p> <p>and the information referred to in paragraphs (4) and (5) at:</p> <p>Annual Report</p> <p><a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-Centre/</a></p>	
8.2	<p>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.</p>	<p>✓</p> <p>and we have disclosed separately our remuneration policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives at:</p> <p>Annual Report</p> <p><a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-Centre/</a></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 <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
8.3	A listed entity which has an equity-based remuneration scheme should: <ul style="list-style-type: none"> <li>(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</li> <li>(b) disclose that policy or a summary of it.</li> </ul>	✓ and we have disclosed our policy on this issue or a summary of it at: Annual Report <a href="https://investors.humm-group.com/Investor-Centre/">https://investors.humm-group.com/Investor-Centre/</a>	
<b>ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES</b>			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	N/A	N/A
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	N/A	N/A
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	N/A	N/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 <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>ADDITIONAL DISCLOSURES APPLICABLE TO EXTERNALLY MANAGED LISTED ENTITIES</b>			
-	<p><i>Alternative to Recommendation 1.1 for externally managed listed entities:</i></p> <p>The responsible entity of an externally managed listed entity should disclose:</p> <p>(a) the arrangements between the responsible entity and the listed entity for managing the affairs of the listed entity; and</p> <p>(b) the role and responsibility of the board of the responsible entity for overseeing those arrangements.</p>	N/A	N/A
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	N/A	N/A

# 2023 CORPORATE GOVERNANCE STATEMENT

This Corporate Governance Statement sets out details of humm Group Limited's (ABN 75 122 574 583) ("the Company", "the Group" or "hummgroup") corporate governance practices for the year ended 30 June 2023 ("Reporting Period"), including the Company's position in respect of each of the ASX Limited ("ASX") Corporate Governance Council's ("ASX CGC") Corporate Governance Principles and Recommendations 4th Edition ("Recommendations").

As recommended by the ASX CGC, information in relation to corporate governance practices is publicly available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

The Board has established a framework of processes and guidelines for the Company that includes corporate policies and monitoring procedures; financial and operational business risk management and internal control systems; and standards for ensuring lawful and ethical conduct.

This Corporate Governance Statement is current as at 24 August 2023 and has been approved by the Board of the Company.

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

### Recommendation 1.1 – Have and disclose a Board Charter

#### Board responsibilities

The Board has overall responsibility for the conduct and governance of the Company, including providing strategic guidance and effective oversight of management. The Board's role and responsibilities are formalised in the Board Charter, which defines the matters reserved for the Board and its Committees and those responsibilities delegated to the Chief Executive Officer ("CEO") and management. A copy of the Board Charter – and all Board Committee Charters – is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

Within the scope of the governance framework established by the Board, management of the business and operations of the Company is delegated to the CEO, subject to the oversight and supervision of the Board.

The Board's responsibilities include:

- overseeing the development of the Company's corporate strategy and reviewing and approving strategic plans and performance objectives developed by management, including monitoring of the implementation of the strategic plans;
- appointing the Chair, CEO, the Chief Financial Officer ("CFO") and the Company Secretary and approving other key executive (direct reports to the CEO) appointments and planning for key executive succession;
- monitoring the performance of the CEO and other senior executives of the Company against strategy;
- reviewing and approving remuneration for the senior executives of the Company;
- monitoring the operational and financial position and performance of the Company;
- requiring that financial and other reporting mechanisms be put in place which result in accurate and timely information being provided to the Board and the Company's shareholders and the financial market as a whole being fully informed of all material developments relating to the Company;
- approving the Company's budgets and business plans and monitoring the management of the Company's capital, including the progress of any major capital expenditures, acquisitions or divestitures;
- ensuring effective communication with shareholders, particularly timely and balanced disclosure of all material information concerning the Company, which a reasonable person would expect to have a material effect on the price or value of the Company's securities, and establishing policies to govern the Company's relationship with other stakeholders;
- utilising resources and procedures to ensure that financial results are appropriately and accurately reported on a timely basis in accordance with all legal and statutory requirements;
- identifying the principal risks faced by the Company and requiring management to establish and implement appropriate internal controls and monitoring systems to manage and reduce the impact of these risks;
- establishing, overseeing and regularly reviewing processes for identifying, assessing, monitoring and managing material financial and non-financial risk throughout the Company, including setting the risk appetite for the Company;
- actively promoting ethical and responsible decision making through hummgroup's Code of Conduct;
- adopting appropriate procedures to ensure compliance with all laws, governmental regulations and accounting standards;
- approving and reviewing, from time to time, the Company's internal compliance procedures, including any codes of conduct and taking all reasonable steps to ensure that the business of the Company is conducted in an open and ethical manner; and
- regularly reviewing and, to the extent necessary, amending the Board Charter.



## Board Committees

To facilitate the execution of its responsibilities, during the Reporting Period the Board had in place a number of Committees to oversee and report to the Board on various areas of responsibility being the Board Audit, Risk & Compliance Committee, Board People & Remuneration Committee and the Board Nomination Committee.

All Directors are entitled to receive all Committee papers, and minutes of all Committee meetings, and are entitled to attend any Committee meeting. Each Committee reports to the next Board meeting.

Details of the number of meetings of the Board and of each Committee held during the Reporting Period and of each Director's attendance at those meetings are set out in the Directors' Report in the Annual Report.

### Audit, Risk & Compliance Committee

AUDIT, RISK & COMPLIANCE COMMITTEE		
Name	Position	Duration
Robert Hines	Chair	Part Reporting Period
Stuart Grimshaw	Member	Part Reporting Period
Teresa Fleming	Member	Whole Reporting Period
Anthony Thomson	Member	Part Reporting Period

The Audit, Risk & Compliance Committee's ("ARCC") role is to assist the Board:

- a) in carrying out its accounting, auditing and financial reporting responsibilities, including oversight of:
  - (i) improving the credibility and objectivity of the accountability process, including financial reporting;
  - (ii) the effectiveness of the internal and external audit functions and providing a forum for communication between the Board and the internal and external auditor;
  - (i) ensuring the independence of the external auditor;
  - (ii) providing a structured reporting line for internal audit and monitoring the objectivity and independence of the internal auditor;
  - (iii) assuring the quality of internal and external reporting of financial and non-financial information; and
  - (iv) ensuring that whistleblower issues are actively followed up.
- b) in fulfilling its corporate governance and oversight responsibilities in relation to the Group's risk appetite statement, compliance, risk management strategy, risk management framework and risk management function.

The ARCC Charter provides the ARCC composition will be only Non-Executive Directors, a majority of independent directors and at least 3 members.

For the Reporting Period, the ARCC was chaired by an independent Non-Executive Director and was comprised of the ARCC Chair and 2 independent Non-Executive Directors.

Effective from 1 June 2023, Mr Thomson was appointed to replace Mr Grimshaw as a member of the ARCC due to Mr Grimshaw's appointment as Managing Director and Chief Executive Officer of the Company.

## People and Remuneration Committee

PEOPLE AND REMUNERATION COMMITTEE		
Name	Position	Duration
Anthony Thomson	Chair	Part Reporting Period
Stuart Grimshaw	Member	Part Reporting Period
Teresa Fleming	Member	Whole Reporting Period
Robert Hines	Member	Part Reporting Period

The People and Remuneration Committee's ("PRC") role is to assist and advise the Board on remuneration policies and practices for the Board, the CEO, the CFO, senior management and other persons whose activities, individually or collectively, affect the financial and reputational soundness of the Company. The policies and practices are designed to:

- enable the Company to attract, retain and motivate Directors, executives and employees who will create value for shareholders;
- be fair and appropriate, having regard to the performance of the Company and the relevant Director, executive or employee; and
- comply with relevant legal requirements.

The PRC Charter provides the PRC composition will be only Non-Executive Directors, a majority of independent directors and at least 3 members.

For the Reporting Period, the PRC was chaired by an independent Non-Executive Director and was comprised of the PRC Chair and 2 Independent Non-Executive Directors.

Effective from 1 June 2023, Mr Hines was appointed to replace Mr Grimshaw as a member of the PRC due to Mr Grimshaw's appointment as Managing Director and Chief Executive Officer of the Company.

## Nomination Committee

NOMINATION COMMITTEE		
Name	Position	Duration
Andrew Abercrombie	Chair	Whole Reporting Period
Teresa Fleming	Member	Whole Reporting Period
Anthony Thomson	Member	Part Reporting Period

The Nomination Committee ("NC") assists and advises the Board on director selection and appointment practices; director performance evaluation and processes and criteria; board composition and succession planning for the Board and Senior Management to ensure that the Board is of a size and composition conducive to making appropriate decisions, with the benefit of a variety of perspectives and skills, and in the best interests of the Company. The NC is comprised of the Chair of the Board (as Chair of the NC) and 2 Independent Non-Executive Directors.

## Management responsibilities

The management of the Company and its businesses and affairs is the responsibility of the CEO and the senior executives, including:

- developing business plans, budgets and strategies for the Board's consideration and, subject to the Board's approval, implementing these plans, budgets and strategies;
- operating the Company within the business parameters set by the Board and, where the proposed transactions, commitments or arrangements exceed those parameters, referring the matter to the Board for consideration and approval;
- identifying and managing operational and other risks where those risks could have a material impact on the Company's business, formulating strategies aligned to the Company's purpose, values, strategy and risk appetite for managing these risks for consideration by the Board and, subject to the Board's approval, implementing these strategies;
- managing the Company's current financial and other reporting mechanisms together with managing day-to-day operations within the budget;
- implementing the Company's internal controls and procedures for monitoring these controls and ensuring that these controls and procedures are appropriate and effective;
- providing the Board with accurate and sufficient information regarding the Company's operations on a timely basis and in particular ensuring that the Board is made aware of all relevant matters relating to the Company's performance (including future performance), financial condition, operating results and prospects and potential material risks so that the Board is in an appropriate position to fulfil its corporate governance responsibilities; and
- implementing all policies, processes and codes of conduct approved by the Board.

### Directors' independent advice

Directors are empowered to seek independent professional advice if they feel it is necessary to perform their responsibilities and duties as a Director. The Company will reimburse Directors for all reasonable expenses incurred in obtaining this advice, and, where appropriate, and subject to the relevant privacy and legal privilege, a copy of the advice will be made available to the Board on request.

### Recommendation 1.2 – Undertake checks before appointment and provide shareholders with information

The Nomination Committee manages the process for the selection and appointment of new Directors to the Board. The Nomination Committee identifies candidates with appropriate skills, knowledge, experience, independence and expertise and recommends them to the Board. The written letter of appointment for each Director outlines the Company's expectations in relation to the time commitment expected from the Director and includes the Director's confirmation that they will be able to devote sufficient time to appropriately performing their duties and responsibilities.

The Company undertakes appropriate background and screening checks prior to nominating a Director for appointment to fill a casual vacancy or being proposed for election by the shareholders.

The Company also undertakes appropriate background and screening checks prior to nominating a senior executive.

Shareholders are provided with all material information in the Company's possession concerning the Director standing for election or re-election in the explanatory notes accompanying the notice of general meeting, including a statement by the Board as to the independence status of the Director, and whether it supports the election or re-election of the Director and a summary of the reasons why.

### Recommendation 1.3 – Have a written agreement with Directors and Senior Executives

All Non-Executive Directors, including those appointed by the Board to fill a casual vacancy, are engaged by a written letter of appointment setting out the terms and conditions of their appointment.

Those Directors filling a casual vacancy are required to stand for election by the shareholders at the next Annual General Meeting following their appointment.

Similarly all senior executives enter into written agreements with the Company setting out the terms of their appointment and employment.

### Recommendation 1.4 – Company Secretary is accountable to the Board

The Company Secretary attends all scheduled meetings of the Board and is accountable to the Board through the Chair. The Company Secretary is responsible for, amongst other things:

- ensuring that the Company complies with its statutory requirements;
- helping to organise and facilitate the induction and professional development of Directors;
- monitoring compliance with Board policy and procedures;
- accurately capturing the Board and Committee business in minutes of the meetings;
- coordinating the timely distribution of papers to the Board and Committees;
- advising the Board and its Committees on governance matters; and
- ensuring that the Company complies with its requirements under the *Corporations Act 2001* (Cth) ("Corporations Act") and ASX Listing Rules.

Each Director is able to communicate directly with the Company Secretary and any decisions to appoint or remove the Company Secretary are approved by the Board as a whole.

### Recommendation 1.5 – Have and disclose a Diversity Policy

The Company has a Diversity Statement which ensures that there is adequate focus on meeting our diversity agenda and recognising and valuing the contributions of people from different backgrounds and with different perspectives and experiences (which in turn benefits our business as a whole). hummgroup recognises the value of recruiting, developing and retaining employees from a diverse range of backgrounds, genders, knowledge, experience and abilities.

The hummgroup Diversity Statement is included in its Code of Conduct and is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

The Board believes that diversity – which includes, but is not limited to, gender, ethnicity, cultural background, disability, religion, sexual orientation or age – is a key business priority and aims to support the leadership team in the creation of a workplace where everyone can reach their full potential. There is a strong commitment to providing a working environment based on the principles of equal opportunity and diversity and ensuring that decisions in the workplace are based on merit and business needs.

The Board:

- reviews the Diversity Statement from time-to-time to ensure consistency with best practice;
- has established measurable objectives with a focus on achieving gender diversity; and
- annually assesses both the measurable objectives for achieving gender diversity and the progress made in achieving them.

## Diversity and inclusion at hummgroup

hummgroup encourages diversity and inclusion across our business in a number of ways. The Company's recruitment, promotion and remuneration decisions are based on performance and capabilities. hummgroup ensures that it has clear, readily available policies underpinning its operating model and business processes, and actively includes programs within the business that support diversity and inclusiveness.

hummgroup is proud to support a diverse range of customers. It is important to the Company that its internal team is reflective of its customer base and that it has an inclusive work environment, which translates into customer interactions. hummgroup believes that a strong and diverse internal workforce can provide a great experience for its customers.

hummgroup is committed not only to the principles of equal opportunity employment, but also to the provision of a work environment that is free from unlawful discrimination, harassment, victimisation and bullying.

## Results against Key Metrics

Two key diversity target areas were set for the Reporting Period:

- Female representation at a Board level; and
- Female representation at an Executive Team level.

DIVERSITY TARGETS AS AT 30 JUNE 2023	
Measure	Result
Meet or exceed the ASX guideline of 30% female representation among the Non-Executive Directors	25%
≥30% female representation on the Executive team	17%

There was significant change in the hummgroup Board in June 2022 due to the terminated Latitude transaction with the departure of all but one of the Directors. Since that time, the Company has been focused on establishing a stable, robust and capable Board. This will continue in FY24 including a focus on achieving diversity targets.

hummgroup takes inclusion and diversity into account when making all appointments and promotions and works closely with its recruitment agency partners when recruiting for new roles to make them aware of the Group's diversity policies, including its focus on gender diversity, and on providing part time or flexible positions.

hummgroup has a focus on ensuring that there is strong and practical support to encourage gender diversity within the organisation and was once again compliant with the *Workplace Gender Equality Act 2012* (Cth) during the Reporting Period.

At the end of the Reporting Period, hummgroup had approximately 45.8% female employees.

## Key Metrics for 2024

Female representation at both a Board and Executive team level will carry over as key focus areas into the next reporting period.

The key metrics are outlined below:

MEASURE	OBJECTIVE
Female representation – Board among the Non-Executive Directors	Meet or exceed the ASX guideline of 30%
Female representation on the Executive team*	30% (adopting the same metric as used for Board representation)
Female representation in the workplace overall	Meet or exceed 45%
All like for like roles at the levels of the organisation	Pay parity

\* Executive team comprises the CEO and senior management.

## Employee engagement and training

Initiatives aimed at improving the level of engagement of hummgroup employees across all ages, genders and backgrounds have continued during the Reporting Period. In addition to the development initiatives which form part of the regular talent and succession planning processes across all levels of the organisation, emphasis has been placed on building a strong employee community as well as encouraging contributions to the broader external community.

Learning and development are integral parts of the Company's engagement initiatives and it provides all employees with a range of opportunities to improve their skills, capability and knowledge via courses created and designed by the Learning and Development team or specialised external facilitators. Categories covered include leadership training (including the Coaches as Leaders program), product and system training, as well as compliance and induction.

### **Recommendation 1.6 – Periodically evaluate Board, Committee and Director performance**

The Company recognises the importance of regular reviews of its effectiveness and performance.

The People and Remuneration Committee is responsible for determining the process for evaluating the performance of the Board, its Committees and individual Directors against both measurable and qualitative indicators. Given the short tenure of the majority of Directors the evaluation process was not conducted for this Reporting Period.

### **Recommendation 1.7 – Annually evaluate Senior Executive performance**

The Company has a process for periodically evaluating the performance of the CEO and other senior Executives.

The Board, in conjunction with the People and Remuneration Committee, is responsible for approving performance objectives for the CEO and other senior executives and evaluating the performance of each senior executive against these objectives. The objectives are set for each senior executive at the beginning of each financial year and reflect specific financial and non-financial metrics which are aligned to the Company's strategy and values.

The performance of each senior executive in respect of a financial year is generally measured against those metrics.

Remuneration is reviewed annually by the People and Remuneration Committee in line with the financial year and is dependent on each senior executive's performance against their objectives. Any increases to executive remuneration are approved by the Board and effective from 1 July, following the annual performance review.

There is further detail in the Annual Report on the performance objectives and the performance of each of the Executive Key Management Personnel, who were, at 30 June 2023, the CEO and the CFO.

## PRINCIPLE 2 – STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE

### Recommendation 2.1 – Have a Nomination Committee and disclose its Charter

The Board has a Nomination Committee, which has adopted a Nomination Committee Charter disclosed on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>. The Committee is established in accordance with the Company's constitution and authorised by the Board to assist it in fulfilling its statutory, fiduciary and regulatory responsibilities. It has the authority and power to exercise the role and responsibilities set out in its Charter and under any separate resolutions of the Board.

The Nomination Committee will meet as required to assist and advise the Board on:

- Director selection and appointment practices;
- Board composition;
- establishing and maintaining a diversity policy to outline the Company's commitment to diversity and inclusion in the workplace;
- developing and reviewing induction procedures for new appointees to the Board;
- succession planning for the Board and senior management; and
- ensuring the Board is of a size and composition conducive to making appropriate decisions, with the benefit of a variety of perspectives and skills, and in the best interests of the Company as a whole.

### Recommendation 2.2 – Have and disclose a Board skills matrix

#### Board skills matrix benchmarking table

For the Reporting Period, the Board retained the skills matrix below.

The Board determined that the Directors collectively had the range of skills, knowledge and experience necessary to meet the Board's responsibilities and objectives and direct the Company. The Non-Executive Directors contributed operational knowledge, an understanding of the industry in which the Company operates, knowledge of financial markets, and an understanding of health, safety, sustainability and stakeholder matters that are important to the Company. A review of the skills matrix was undertaken for the Reporting Period and the next review of the skills matrix is planned to be conducted in the financial year ending 30 June 2024.

#### Skills matrix

SKILL SET
Leadership and Strategy
International Business
Legal, Governance and Compliance
Audit and Finance
Mergers and Acquisitions
Industry Experience
Risk Management
Customer Focus
Technology
Listed Entity
People and Culture

### Recommendation 2.3 – Disclose independence of Directors

As at the date of this Corporate Governance Statement, 4 of 5 of the Directors are Non-Executive Directors (Mr Grimshaw was appointed Managing Director and Chief Executive Officer on 1 June 2023), with the Board determining that each of the Non-Executive Directors is independent, other than Mr Abercrombie (who the Board considers is not independent as he indirectly holds 25% of shares on issue in the Company).

The Board's on-going assessment of a Non-Executive Director's independence is based on whether the Director is free of any material relationship (other than as a consequence of being a Director) that could be reasonably considered to interfere with the exercise of their independent judgement and conflict with the interests of the Company.

A "material relationship" includes a direct or indirect relationship that could reasonably be considered to influence, in a material way, a Director's decision in relation to the Company. When considering whether a relationship is "material", the Board will consider the materiality to each of the Company, the Director and the person or organisation with which the Director is

related (for example, as a customer or supplier). The Board has not set quantitative materiality thresholds to be used in assessing whether a relationship is a “material relationship” and it considers all relationships on a case-by-case basis.

The Board regularly reviews the independence of each Director. Any Director who considers that he or she has, or may have, a conflict of interest or a material personal interest in any matter concerning the Company is required to give the Directors immediate notice of the interest.

Details of each person who acted as Director during the Reporting Period, including length of service, skills, experience, relevant qualifications and expertise, are set out in the Annual Report.

### **Recommendation 2.4 – Have a majority of independent Directors**

During the Reporting Period, the Board was composed of a majority of independent Non-Executive Directors.

### **Recommendation 2.5 – Board Chair should be independent**

The Chair of the Board, Mr Andrew Abercrombie, is not independent however the Board believes Mr Abercrombie’s lengthy experience with, and knowledge of, the Company, including his role as a founding Director, is of significant benefit to the Company, and supports his ongoing role as Chair, notwithstanding that he is not an independent Director.

### **Recommendation 2.6 – Have a Director induction program, and review Director professional development**

Induction is provided to all new Directors, which includes formal discussions with each of the CEO, Chair, and senior executives. The induction materials include information about the Company’s strategy, culture, values, key policies, the Company’s financial, operational and risk management position, the Company’s constitution, the rights and responsibilities of Directors, and the role of the Board and its Committees.

All Directors are expected to maintain the skills required to discharge their obligations. The Company provides professional development opportunities for Directors to develop and maintain their skills and knowledge.

## **PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY**

### **Recommendation 3.1 – Articulate and disclose the values**

hummgroupp has five clearly articulated values which are embedded into its systems and policies, including the Code of Conduct, being:

- **Feel their world:** Know what drives our customer and makes them tick
- **Famous for delivery:** Get things nailed the first time
- **Focus on impact:** Never lose sight of what you are here to do
- **Feed your mind:** Push yourself to stay up to speed with what’s hot and new
- **#FTB (Fight The Bureaucracy):** There’s no room for hierarchy – roll your sleeves up and get things done

Every day, humm people (hummbassadors) are recognised internally by their peers and leaders and rewarded for how they have demonstrated one or more of the values.

## Recommendation 3.2 – Have and disclose a Code of Conduct

### Code of Conduct

The Company has a formal Code of Conduct to which all Directors, Officers, Executives and employees of the Company and its subsidiaries are required to adhere, together with a comprehensive range of corporate policies (which are reviewed periodically) which details the framework for acceptable corporate behaviour. The Code of Conduct also applies to hummgroup's contractors, consultants and associates. Together, the Code of Conduct and supporting policies set out the expectations in relation to a range of areas, including share trading, employment practices and regulatory compliance.

The Code of Conduct outlines the rules of behaviour hummgroup has established for employees and is recognised as one of the Company's most important documents because *how* things are done is just as important as *what* is done.

hummgroup's Code of Conduct includes the behaviours that hummgroup considers to be non-negotiable, which come back to two simple concepts:

- *We're respectful – yes, we're all different, but that's what makes us stronger. We want people to think and look and act differently. We want people to fight the bureaucracy, but we always do that respectfully – whether it's in our conversations or emails, our personal presentation, or our behaviour;*
- *We behave ethically – but we don't do it because we have to, we do it because we want to. We act in line with community standards and expectations – whether that's towards our customers (our buyers and our sellers) or our colleagues.*

A copy of the Code of Conduct is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

Any material breaches of the Code of Conduct are considered serious and will be reported to the Board following an appropriate investigation.

## Recommendation 3.3 – Have and disclose a Whistleblower Policy

hummgroup believes in and is committed to having a corporate culture where ethical behaviour is promoted and recognised, and employees and contractors are encouraged to report unethical, unlawful or undesirable conduct without fear of disadvantage, intimidation, reprisals or retaliatory action. This applies even if the report is subsequently determined to be incorrect or is not substantiated (as long as the report is made honestly).

hummgroup strives to provide its people with a safe environment where they feel comfortable about raising concerns about actual, suspected or anticipated wrongdoing within hummgroup, and has in place a Whistleblower Protection Policy, which can be found on the Company's website: <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

The Board receives updates on any material matters reported under the policy.

## Recommendation 3.4 – Have and disclose an Anti-bribery and Corruption Policy

hummgroup recognises the importance of having oversight of risks associated with conflicts of interest and, at the extreme, risks associated with bribery and corruption, as each may be indicative of issues within the Company's culture. The Board will continue to have oversight of this area directly or through one of its Committees and will receive reports of any material incidents of bribery or corruption, and consequent actions taken.

A copy of the Company's Anti-Bribery and Corruption Policy is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

### Policy on trading in Company's Securities

Director and employee share trading is subject to the Company's Securities Trading Policy, which places restrictions on when a Director or employee can deal in securities in the Company. Directors and employees (and their immediate family members and closely connected persons and entities) are only permitted to acquire and sell the Company's shares when they are not in possession of price sensitive information that is not generally available to the market.

During the Reporting Period, the Securities Trading Policy was reviewed and updated for clarity and ease of compliance.

A copy of the Company's Securities Trading Policy is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.



## PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS

### Recommendation 4.1 – Have an Audit Committee and disclose its Charter

#### Audit, Risk & Compliance Committee

During the Reporting Period, hummgroup amalgamated the Audit and Risk & Compliance Committees to form the Audit, Risk & Compliance Committee (“ARCC” or “Committee”). The ARCC was comprised of three independent Non-Executive Directors including the Committee Chair, who was not the Chair of the Board. The composition of the ARCC changed on 1 June 2023 when Mr Grimshaw was replaced by Mr Thomson as Mr Grimshaw no longer met the criteria of Non-Executive Director required under the ARCC Charter to be a member of the Committee.

The qualifications and experience of the members of the ARCC are set out in the Annual Report along with the number of times the ARCC met throughout the Reporting Period and the attendance of its members. The ARCC Charter is disclosed on the Company’s website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

The ARCC provides advice and assistance to the Board in fulfilling the Board’s responsibilities relating to the Group’s financial risk management and compliance systems and practices, financial statements, financial and market reporting processes, internal accounting and control systems, external audit and such other matters as the Board may request from time to time together with its responsibilities pursuant to the risk and compliance function set out in Recommendation 7.1. In addition, the Committee is responsible for assessing significant estimates and the judgments made during the Reporting Period to ensure the integrity of the Company’s external financial reporting and financial statements, as well as ensuring whistleblower issues are actively followed up.

The ARCC’s audit processes are designed to establish a proactive framework and dialogue in which the Committee, management and external auditors review and assess the quality of earnings, liquidity and the strength of the income statements and balance sheets, and transparency and accuracy of reporting. In fulfilling its responsibilities, the Committee reviews the processes the CEO and CFO have in place to support their declarations to the Board.

### Recommendation 4.2 – Board to receive a declaration from the CEO and CFO in advance of approving the Financial Statements

#### Declarations

In accordance with section 295A of the Corporations Act, for the Reporting Period, the executives primarily and directly responsible to the Directors for the general and overall management of the Company have declared to the Board that:

- the financial records of the Company have been properly maintained in accordance with section 286 of the Corporations Act;
- the financial statements and the notes to the financial statements comply with the Australian Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements; and
- the financial statements and the notes to the financial statements give a true and fair view of the financial position and performance of the Company and consolidated entity.

In addition, the CEO and CFO have stated to the Board in writing that:

- the Company’s financial report is founded on sound systems of risk management and internal compliance and control which implement the policies adopted by the Board; and
- the Company’s risk management and internal compliance and control system is operating effectively in all material respects.

The Company has the following guiding principles to ensure the independence of the external auditor:

1. the Audit Committee will review and assess the independence of the external auditor, including but not limited to any relationships with the Company or any other entity that may impair the external auditor’s judgement or independence in respect of the Company;
2. the Audit Committee will request an annual confirmation of independence from the external auditor, and will track during each year the amount of non-audit work being undertaken by the external auditor;
3. the amount of non-audit work performed by the external auditor will be minimised, with approval from the ARCC (or the Committee Chair in certain specific circumstances) being required before any work is undertaken by the external auditor; and
4. the ARCC will require the rotation of the audit signing partner and the independent review partner every five years. The Company’s external auditor, Ernst and Young (“EY”) has provided the ARCC with a confirmation of its independence for the Reporting Period. The Board has determined that it is satisfied as to the independence of the external auditor in relation to the Reporting Period and the audit of the Financial Report for the Reporting Period.

### Recommendation 4.3 – Disclose the process to verify unaudited periodic reporting

All periodic corporate reports for hummgroup that are not otherwise subject to audit or review by an external auditor are reviewed in accordance with an internal verification procedure to ensure the integrity and accuracy of the information included in those reports. This verification procedure involves a systematic checking and signing-off procedure. Where possible, each statement or number is linked back to an independent external or internal source document.

## PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE

### Recommendation 5.1 – Have and disclose a continuous Disclosure Policy

The Board recognises the importance of keeping the market fully informed of the Company's activities and of communicating openly and clearly with all stakeholders.

The Company has a Disclosure and Communication Policy to ensure compliance with the continuous disclosure requirements in the ASX Listing Rules and the Corporations Act. Specifically, the Disclosure and Communication Policy outlines the corporate governance measures adopted by the Company to further its commitments and provides detailed information regarding hummgroup's:

- continuous disclosure obligations;
- disclosure roles, responsibilities and internal procedures;
- disclosure matters generally;
- market communications; and
- shareholder communications.

The Company has established a Disclosure Committee which manages the Company's compliance with its disclosure obligations and the Disclosure and Communication Policy. The Disclosure Committee is made up of the Company Secretary, CEO and CFO. The Company's Disclosure and Communication Policy is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

Information considered to require disclosure is announced immediately through the ASX. Key presentations given by Company personnel to investors and institutions are also lodged first with the ASX. Following the lodgement of an announcement with ASX, key communications are placed on the Company's website. General and historical information about the Company and its operations is also available on the Company's website.

### Recommendation 5.2 – Promptly provide the Board with all material market announcements

The Directors of the Board are subscribed to a service which alerts them to the publication of all of the Company's market announcements, including material announcements. In addition, the Board approves or receives notice of all non-pro forma market announcements from Management.

### Recommendation 5.3 – Release a copy of investor or analyst presentations to the market

hummgroup believes in keeping its security holders appropriately and equally informed and has a process in place to first submit to the ASX Market Announcements Platform any new and substantive investor or analyst presentations before they are given to the investors or analysts.

In addition, a webcast from management is arranged for the full year and half year results announcements, at which the CEO will give a presentation, which has first been submitted to the ASX Market Announcements Platform and provide investors and analysts with the opportunity to submit questions on that presentation.

## PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS

### Recommendation 6.1 – Provide Company and governance information on the website

It is the Board's aim that the Company maintains effective communications with its shareholders and keeps them fully informed of significant developments and activities of the Company, as well as provides them with the facilities to allow them to effectively exercise their rights as security holders.

This commitment is achieved by:

- complying with the ASX Listing Rules and the Corporations Act continuous disclosure and reporting requirements;
- distribution of the Annual Report to shareholders who notify the Company that they do wish to receive it, as well as publishing Annual Reports and financial statements on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=annual-reports>;
- holding an accessible and informative AGM. The Board requires the external auditor to attend the AGM and be available to answer shareholder questions relating to the audit of the Company's financial statements, the preparation and content of the auditor's report, the accounting policies adopted by the Company, and auditor independence;
- regularly updating the Company's website (<https://investors.humm-group.com/investor-centre>) to include annual and interim reports, market announcements and presentations as well as financial and shareholder information to ensure transparency and a high level of communication of the Company's operations and financial situation, to the extent that this information is not commercially sensitive or confidential; and
- responding to questions and comments at the AGM submitted by shareholders to the Company at, and in advance of, the AGM.

hummgroup encourages direct contact from shareholders. Contact details of the Company's Investor Relations team are provided in all ASX announcements. Contact details, including phone number, website and email of the Company's share registry, Link Market Services, are provided on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=my-shareholding>.

### Recommendation 6.2 – Have an investor relations program to facilitate two-way communication with investors

hummgroup is committed to providing its shareholders with the appropriate information and facilities to allow them to exercise their rights as shareholders effectively. hummgroup's Disclosure and Communication Policy, available on its investor website, provides the framework for how the Company meets its commitment to deliver timely disclosures and clear communications, underpinned by strong governance to promote investor confidence.

In addition, the Company has in place resources to support its investor relations program, which consists of a number of regular communications channels for all current and prospective shareholders, in addition to ad hoc engagements with institutional investors and investment analysts. Channels are in place to ensure retail investors are also able to engage with the Company through the investor relations team.

### Recommendation 6.3 – Disclose how security holder participation at meetings is encouraged

Allowing the opportunity for security holders to engage with the Company and Board at general meetings is a key element of the agenda for each meeting, with the Company providing security holders with the opportunity to submit questions in advance of, or at, the meeting, to be addressed at the meeting.

### Recommendation 6.4 – Substantive security holder resolutions to be determined by poll

hummgroup conducts, and will continue to conduct, its security holder resolutions by poll.

### Recommendation 6.5 – Provide option to security holders to receive electronic communications

hummgroup supports and encourages its security holders to receive communications from hummgroup and its registry by electronic means. Security holders are also encouraged to use electronic means to contact the Company and our investor relations team.

## PRINCIPLE 7 – RECOGNISE AND MANAGE RISK

### Risk management

The Board recognises that risk management and internal controls are fundamental to sound management and that oversight of such matters is a key responsibility of the Board. The Company has a risk management policy framework and governance structure designed to ensure that the risks of conducting business are properly managed. Management is responsible to the Board for identifying, managing, reporting upon and implementing measures to address risk.

### Recommendation 7.1 – Have a Risk Committee and disclose its Charter

The Board oversees and reviews the effectiveness of risk management at all levels across the Company and, during the Reporting Period, was assisted and advised in this role by the ARCC.

### Audit, Risk and Compliance Committee

During the Reporting Period, hummgroup amalgamated the Risk & Compliance and Audit Committees to form the Audit, Risk & Compliance Committee. The ARCC was comprised of three independent Non-Executive Directors including the Committee Chair, who was not the Chair of the Board. The composition of the ARCC changed on 1 June 2023 when Mr Grimshaw was replaced by Mr Thomson as Mr Grimshaw no longer met the criteria of Non-Executive Director required under the ARCC Charter to be a member of the Committee.

The qualifications and experience of the Directors on the ARCC are set out in the Annual Report along with the number of times the ARCC met throughout the Reporting Period and the attendance rates of its members. The ARCC Charter, which sets out the role and responsibilities of the Committee, is disclosed on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.

While ultimate responsibility for risk oversight and risk management rests with the Board, the ARCC provides advice and assistance to the Board to fulfil its corporate governance and oversight responsibilities in relation to how risk is identified, assessed and managed across the Group, including in accordance with the Board approved Risk Appetite Statement, together with its responsibilities pursuant to the audit function set out in Recommendation 4.1. In addition, the Committee was responsible for assessing significant risks and compliance with internal and external requirements during the Reporting Period.

The Company has identified key financial and non-financial risks within the business, as outlined in the Risk Appetite Statement. In the ordinary course of business, management monitors and manages these risks, providing regular reporting on key metrics, including the Company's risk appetite. Performance in each risk class is presented to and reviewed by the Committee, with clear escalation procedures in place where the Company's risk profile sits outside appetite.

### Recommendation 7.2 – Annually review the risk management framework

The Board delegates the review of the Company's risk management framework to the ARCC. The Committee structures its meetings to ensure all elements of the Group risk management framework and risk management operations are considered and addressed over the course of the year. This includes identifying where material risks sit across the organisation, where investment has been made in improving risk management capability and processes, and where further enhancements can be made.

### Recommendation 7.3 – Make disclosures regarding the internal audit function

hummgroup engages Grant Thornton, an independent external provider, to provide the formal internal audit function. The internal auditor reports to the ARCC, which is also responsible for assessing the internal auditor's performance.

An annual plan of review and advisory activity to be conducted by the internal auditor is developed with management and approved by the ARCC, with regular reporting provided to the Committee. In camera sessions with the ARCC and internal auditor, excluding management, are conducted at least annually.

### Recommendation 7.4 – Disclose if the Company has any material environmental or social risks, and their mitigants

hummgroup is dedicated to effectively managing all material risks faced by the Company, including its exposure to economic, environmental, climate change, or social sustainability risks and is in the process of developing an ESG Policy.

## PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY

During the Reporting Period, the Board had a People and Remuneration Committee, whose Charter is available on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>

### Recommendation 8.1 – Have a Remuneration Committee and disclose its Charter

During the Reporting Period, the Company's People and Remuneration Committee was comprised of three independent Non-Executive Directors including the Committee Chair, who was not the Chair of the Board. The composition of the People and Remuneration Committee changed on 1 June 2023 when Mr Grimshaw was replaced by Mr Hines as Mr Grimshaw no longer met the criteria of Non-Executive Director required under the People and Remuneration Committee Charter to be a member of that committee.

Details of the number of meetings of the People and Remuneration Committee held during the Reporting Period and of each member's attendance at those meetings are set out in the Annual Report.

The People and Remuneration Committee has responsibility for the performance appraisal process and remuneration policies for the Company's management, with a process in place for Director remuneration to be reviewed from time-to-time.

The CEO's performance evaluation of key executives is periodically reviewed by the People and Remuneration Committee. The CEO's performance evaluation is undertaken by the Board.

The People and Remuneration Committee assisted and advised the Board on remuneration policies and practices for the Board, the CEO, senior management and other persons whose activities, individually or collectively, affect the financial soundness of the Company.

The People and Remuneration Committee's responsibilities include developing, reviewing and making recommendations to the Board on:

- the ongoing appropriateness and relevance of the remuneration framework for the Chair and the Non-Executive Directors (including the process by which any shareholder approved pool of Directors' fees is allocated to Directors);
- the Company's policy on remuneration for the CEO and senior management, any changes to the policy and the implementation of the policy (including any shareholder approvals required);
- the total remuneration packages for the CEO and senior management (including base pay, incentive payments, equity-based awards, superannuation and other retirement rights, employment contracts), any changes to remuneration packages and recommending proposed award after performance evaluation procedures;
- the Company's recruitment, retention and termination policies for the CEO and senior management and any changes to those policies;
- incentive schemes, if appropriate, for the CEO and senior management to encourage them to pursue the growth and success of the entity without rewarding conduct that is contrary to the entity's values or risk appetite;
- equity based plans, if appropriate, for the CEO, senior management and other employees;
- superannuation arrangements for Directors and management;
- monitoring and providing input to the Board regarding:
  - legislative, regulatory or market developments likely to have a significant impact on the Company and legislative compliance in employment issues;
  - the remuneration trends across the Company; and
- major changes to employee benefits structures in the Company.

### Recommendation 8.2 – Disclose policies and practices for Non-Executive Directors, Executive Directors, and for Executive Management

#### Remuneration Report

In accordance with section 300A of the Corporations Act, disclosures in relation to Director and executive remuneration are included in a separate component of the Directors' Report in the Annual Report, entitled Remuneration Report. The Remuneration Report contains details of the Company's remuneration philosophy and structure, including fixed and variable remuneration.

#### Board remuneration

Remuneration of the Non-Executive Directors is fixed and designed to ensure that Board membership of an appropriate mix and calibre is maintained and aligned with remuneration trends in the marketplace. Remuneration levels and trends are reviewed with the assistance of independent external remuneration consultants when appropriate.

#### CEO and Executive remuneration

The underlying principles of risk and reward for performance are set out in the Remuneration Report. These principles recognise the different levels of contribution of management to the short-term and long-term success of the Company.

A key element is the principle of reward for performance that is dependent upon both personal and Company performance. Every employee undergoes a formal performance appraisal each financial year, which is used, in part, to determine that employee's remuneration in the financial year ahead.

The CEO's performance is continuously monitored and annually assessed. The assessment is used to determine, in part, the level of "at risk" remuneration paid to the CEO.

### **Recommendation 8.3 – Have and disclose a policy on limiting economic risk of participating in equity based remuneration programs**

As set out above, the Company offers equity-based plans, if appropriate, for the CEO, senior management and other employees. The Company's Securities Trading Policy prohibits participants in equity-based plans from entering into transactions which limit the economic risk of participating in the equity-based plan whilst the relevant interests granted pursuant to an equity-based plan remain unvested. The Company's Securities Trading Policy is disclosed on the Company's website at <https://investors.humm-group.com/Investor-Centre/?page=corporate-governance>.