

15 October 2024

## Appendix 4G and Corporate Governance Statement

Attached is a copy of the Appendix 4G relating to Superloop Limited's (ASX:SLC) Corporate Governance Statement.

### ENDS

*Authorised and approved for release by the Superloop's Company Secretary.*

### About Superloop

Founded in 2014, and listed on the ASX since 2015, Superloop's purpose is to enable better internet for Australian homes and businesses. We enable challenger retail brands (including Superloop and Exetel brands) to take a larger share of the market, leveraging Superloop's Infrastructure-on-Demand platform. Superloop provides connectivity and services to customers in three segments of the market: Consumer, Business and Wholesale. Our offerings leverage Superloop's investments in physical infrastructure assets that include fibre, subsea cables and fixed wireless, as well as Superloop's software platforms. Hundreds of thousands of homes and businesses rely on Superloop and Exetel every day for their connectivity needs.

Visit [www.superloop.com](http://www.superloop.com) to learn more.

### Contacts

Superloop is at:

Web: <https://www.superloop.com/>  
Twitter: <https://twitter.com/superloopnet>  
LinkedIn: <https://au.linkedin.com/company/superloop>  
Facebook: <https://www.facebook.com/SuperloopHomeBroadband/>  
Instagram: <https://www.instagram.com/superloop.homebroadband/>

### For more information:

Please contact:

- For Investor queries: Dean Tognella  
Chief Financial Officer  
[investor@superloop.com](mailto:investor@superloop.com)
- For Company Secretarial queries: Tina Ooi  
Chief Legal & Corporate Officer / Company Secretary  
[company.secretary@superloop.com](mailto:company.secretary@superloop.com)

## Appendix 4G

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

Name of entity

SUPERLOOP LIMITED

ABN/ARBN

96 169 263 094

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://investors.superloop.com/Investors/>

The Corporate Governance Statement is accurate and up to date as at *03 October 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: 15 October 2024

Name of authorised officer     Tina Ooi  
authorising lodgement:         Chief Legal & Corporate Officer / 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 <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>			
1.1	A listed entity should have and disclose a board charter setting out: (a) the respective roles and responsibilities of its board and management; and (b) those matters expressly reserved to the board and those delegated to management.	<input checked="" type="checkbox"/> and we have disclosed a copy of our board charter at: <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a> .	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.2	A listed entity should: (a) undertake appropriate checks before appointing a director or senior executive or putting someone forward for election as a director; and (b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.	<input checked="" type="checkbox"/> and we have provided information in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.3	A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.	<input checked="" type="checkbox"/> and we have provided information in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

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

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

Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <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>
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"/> and we have provided information in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.5	<p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>(A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>(B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&amp;P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	<p><input checked="" type="checkbox"/> and we have disclosed a copy of our diversity policy at:</p> <p><a href="https://investors.superloop.com/Investors/?page=Corporate-Governance;">https://investors.superloop.com/Investors/?page=Corporate-Governance;</a></p> <p>and the measurable objectives for achieving gender diversity set by the board or a relevant committee of the board in accordance with our diversity policy and our progress towards achieving them are disclosed in our Corporate Governance Statement;</p> <p>and the information referred to in paragraphs (c)(1) or (2) is disclosed in our Corporate Governance Statement and our most recent Gender Equality Indicators in our most recent report under the Workplace Gender Equality Act at:</p> <p><a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## 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>
1.6	A listed entity should: (a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	<input checked="" type="checkbox"/> and we have disclosed the evaluation process referred to in paragraph (a) and for each reporting period referred to in paragraph (b) in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
1.7	A listed entity should: (a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and (b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.	<input checked="" type="checkbox"/> and the evaluation process referred to in paragraph (a) and the information referred to in paragraph (b) is disclosed in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

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Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 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"/> the fact that we have a Nomination Committee that complies with paragraph (1) and (2) is disclosed in our Corporate Governance Statement;</p> <p>and we have disclosed a copy of the charter of the committee referred to in paragraph (3) at: <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>;</p> <p>and the information referred to in paragraphs (4) and (5) in the 2024 Annual Report available at: <a href="https://investors.superloop.com/Investors/?page=Annual-Reports">https://investors.superloop.com/Investors/?page=Annual-Reports</a></p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
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"/> we have disclosed our board skills matrix in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## 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>
2.3	A listed entity should disclose: (a) the names of the directors considered by the board to be independent directors; (b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and (c) the length of service of each director.	<input checked="" type="checkbox"/> and we have disclosed the names of the directors considered by the board to be independent directors in 2024 Annual Report at: <a href="https://investors.superloop.com/Investors/?page=Annual-Reports;">https://investors.superloop.com/Investors/?page=Annual-Reports;</a>  and the information referred to in paragraph (b) in our Corporate Governance Statement at: <a href="https://investors.superloop.com/Investors/?page=ASX-Announcements;">https://investors.superloop.com/Investors/?page=ASX-Announcements;</a>  and the length of service of each director in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement
2.4	A majority of the board of a listed entity should be independent directors.	<input checked="" type="checkbox"/> and we provided information confirming this in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
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"/> and we provided information the requirement in our Board charter and in in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
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"/> and we provided information confirming this in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable

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>PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY</b>			
3.1	A listed entity should articulate and disclose its values.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at:  <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>  Sustainability report in the 2024 Annual Report available at: <a href="https://investors.superloop.com/Investors/?page=Annual-Report">https://investors.superloop.com/Investors/?page=Annual-Report</a>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code.	<input checked="" type="checkbox"/> and we have disclosed our code of conduct at:  <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	<input checked="" type="checkbox"/> and we have disclosed our whistleblower policy at:  <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	<input checked="" type="checkbox"/> and we have disclosed our anti-bribery and corruption policy at:  <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement



Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 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><input checked="" type="checkbox"/> and the fact that we have an audit committee that complies with paragraphs (1) and (2) is disclosed in our Corporate Governance Statement;</p> <p>and we have disclosed a copy of the charter of the committee referred to in paragraph (3) at: <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>;</p> <p>and the information referred to in paragraphs (4) and (5) is disclosed in the 2024 Annual Report available at: <a href="https://investors.superloop.com/Investors/?page=Annual-Reports">https://investors.superloop.com/Investors/?page=Annual-Reports</a>.</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</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>
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.	<input checked="" type="checkbox"/> and the fact that we follow this recommendation and the information confirming this is disclosed in our Corporate Governance Statement.	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
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.	<input checked="" type="checkbox"/> and the fact that we follow this recommendation and the information confirming this is in our Corporate Governance Statement.	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity that does not hold an annual general meeting and this recommendation is therefore not applicable
<b>PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE</b>			
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	<input checked="" type="checkbox"/> and we have disclosed our continuous disclosure compliance policy at: <a href="https://investors.superloop.com/investors/?page=Corporate-Governance">https://investors.superloop.com/investors/?page=Corporate-Governance</a> .	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	<input checked="" type="checkbox"/> and we provided information confirming this in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	<input checked="" type="checkbox"/> and we have provided the information confirming this in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation		Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>
<b>PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS</b>			
6.1	A listed entity should provide information about itself and its governance to investors via its website.	<input checked="" type="checkbox"/> and we have disclosed information about us and our governance on our website at: <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a> .	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	<input checked="" type="checkbox"/> and we provide the fact that we follow this recommendation in our Corporate Governance Statement.	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	<input checked="" type="checkbox"/> and we have disclosed how we facilitate and encourage participation at meetings of security holders: (i) in our Corporate Governance Statement (ii) in our Notice of Annual General Meeting which is published on the market announcement platform and available at: <a href="https://investors.superloop.com/Investors/?page=ASX Announcements">https://investors.superloop.com/Investors/?page=ASX Announcements</a> .	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we are an externally managed entity that does not hold periodic meetings of security holders and this recommendation is therefore not applicable
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"/> and we provide information confirming this in our Corporate Governance Statement.	<input type="checkbox"/> set out in our Corporate Governance Statement
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"/> and we provide information confirming this in our Corporate Governance Statement.	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement

Key to Disclosures Corporate Governance Council Principles and Recommendations

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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> <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"/> and the fact that we have a committee that complies with paragraphs (1) and (2) is disclosed in our Corporate Governance Statement;</p> <p>and we have disclosed a copy of the charter of the committee referred to in paragraph (3) at: <a href="https://investors.superloop.com/investors/?page=ASX-Announcements">https://investors.superloop.com/investors/?page=ASX-Announcements</a>;</p> <p>and the information referred to in paragraphs (4) and (5) in the 2024 Annual Report available at: <a href="https://investors.superloop.com/investors/?page=Annual-Reports">https://investors.superloop.com/investors/?page=Annual-Reports</a></p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</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"/> and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period in our Corporate Governance Statement.</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement</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>
7.3	A listed entity should disclose: (a) if it has an internal audit function, how the function is structured and what role it performs; or (b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.	<input checked="" type="checkbox"/> and we have disclosed the fact that we do not have an internal audit function and the processes we employ for evaluating and continually improving the effectiveness of our risk management and internal control processes in our Corporate Governance Statement.	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement
7.4	A listed entity should disclose whether it has any material exposure to environmental or social risks and, if it does, how it manages or intends to manage those risks.	<input checked="" type="checkbox"/> and we have disclosed whether we have any material exposure to economic, environmental and social sustainability risks in our sustainability report in the 2024 Annual Report available at: <a href="https://investors.superloop.com/Investors/?page=Annual-Reports">https://investors.superloop.com/Investors/?page=Annual-Reports</a> .	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement

## Key to Disclosures Corporate Governance Council Principles and Recommendations

Corporate Governance Council recommendation	Where a box below is ticked, <sup>4</sup> we have followed the recommendation <b>in full</b> for the <b>whole</b> of the period above. We have disclosed this in our Corporate Governance Statement:	Where a box below is ticked, we have <b>NOT</b> followed the recommendation in full for the whole of the period above. Our reasons for not doing so are: <sup>5</sup>	
<b>PRINCIPLE 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"/> the fact that we have a remuneration committee that complies with paragraphs (1) and (2) is disclosed in our Corporate Governance Statement;</p> <p>and we have disclosed a copy of the charter of the committee referred to in paragraph (3) at: <a href="https://investors.superloop.com/Investors/?page=Corporate-Governance">https://investors.superloop.com/Investors/?page=Corporate-Governance</a>;</p> <p>and the information referred to in paragraphs (4) and (5) is disclosed in our 2024 Annual Report which is available at: <a href="https://investors.superloop.com/Investors/?page=Annual-Reports">https://investors.superloop.com/Investors/?page=Annual-Reports</a>.</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>
8.2	<p>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.</p>	<p><input checked="" type="checkbox"/> 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 in our remuneration report that is part of our 2024 Annual Report which is available at: <a href="https://investors.superloop.com/Investors/?page=Annual-Reports">https://investors.superloop.com/Investors/?page=Annual-Reports</a>.</p>	<p><input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b></p> <p><input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable</p>

## 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: <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>	<input checked="" type="checkbox"/> and we have disclosed our policy on this issue in the Securities Trading Policy which is available at: <a href="https://investors.superloop.com/Investors/?page=ASX-Announcements">https://investors.superloop.com/Investors/?page=ASX-Announcements</a> .	<input type="checkbox"/> an explanation why that is so in our Corporate Governance Statement <b>OR</b> <input type="checkbox"/> we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
<b>ADDITIONAL RECOMMENDATIONS THAT APPLY ONLY IN CERTAIN CASES</b>			
9.1	A listed entity with a director who does not speak the language in which board or security holder meetings are held or key corporate documents are written should disclose the processes it has in place to ensure the director understands and can contribute to the discussions at those meetings and understands and can discharge their obligations in relation to those documents.	<input type="checkbox"/> and we have disclosed information about the processes in place at: ..... <i>[insert location]</i>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we do not have a director in this position and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.2	A listed entity established outside Australia should ensure that meetings of security holders are held at a reasonable place and time.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and this recommendation is therefore not applicable <b>OR</b> <input type="checkbox"/> we are an externally managed entity and this recommendation is therefore not applicable
9.3	A listed entity established outside Australia, and an externally managed listed entity that has an AGM, should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.	<input type="checkbox"/>	<input type="checkbox"/> set out in our Corporate Governance Statement <b>OR</b> <input checked="" type="checkbox"/> we are established in Australia and not an externally managed listed entity and this recommendation is therefore not applicable <input type="checkbox"/> we are an externally managed entity that does not hold an AGM and this recommendation is therefore not applicable

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>	<p><input type="checkbox"/></p> <p>and we have disclosed the information referred to in paragraphs (a) and (b) at:</p> <p>.....</p> <p>[insert location]</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>
-	<p><i>Alternative to Recommendations 8.1, 8.2 and 8.3 for externally managed listed entities:</i></p> <p>An externally managed listed entity should clearly disclose the terms governing the remuneration of the manager.</p>	<p><input type="checkbox"/></p> <p>and we have disclosed the terms governing our remuneration as manager of the entity at:</p> <p>.....</p> <p>[insert location]</p>	<p><input type="checkbox"/> set out in our Corporate Governance Statement</p>





2024

# Corporate Governance Statement

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The Directors and Management of Superloop Limited (Superloop, Company or Group) are fully committed to achieving the highest standards of corporate governance and ensuring that they discharge their duties in alignment with our business and stakeholders' needs.

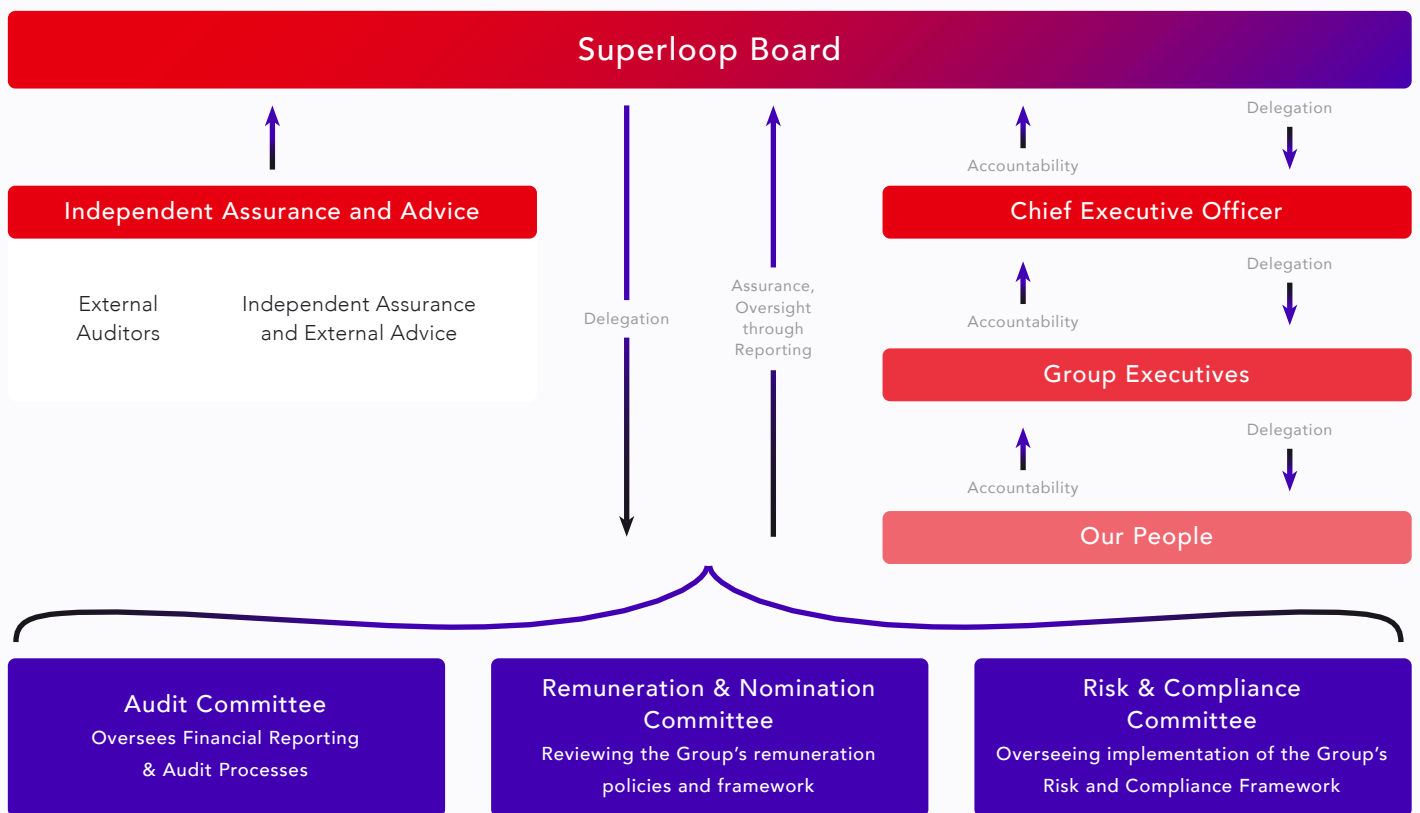
The Board has adopted various charters and key corporate governance documents which set out the policies and procedures followed by the Company. These documents are available, together with this Corporate Governance Statement, ASX Appendix 4G and the 2024 Annual Report, on the Investors page under the [Corporate Governance](#) tab

on the [Company's website](#). These documents are reviewed regularly to address changes in governance practices and the law.

This Corporate Governance Statement benchmarks the Company's corporate governance practices and policies in place for the FY24 against the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations – 4th Edition' ([ASX Principles and Recommendations](#)).

This statement has been approved by the Board and is current as at 03 October 2024.

## GOVERNANCE FRAMEWORK:



# Board of Directors.



**PETER O'CONNELL**

Independent Board Chair  
& Non-Executive Director



**PAUL TYLER**

Managing Director/  
Chief Executive Officer



**VIVIAN STEWART**

Independent Risk &  
Compliance Committee Chair  
& Non-Executive Director



**DREW KELTON**

Independent  
Non-Executive Director



**TONY CLARK**

Independent  
Non-Executive Director



**HELEN LIVESEY**

Independent Remuneration &  
Nomination Committee Chair  
& Non-Executive Director



**GARETH TURNER**

Independent Audit  
Committee Chair &  
Non-Executive Director

Further information about Superloop's Board of Directors, including their qualification, experience and length of service can be found in our 2024 Annual Report and on our [website](#).

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

### Roles and Responsibilities of the Board

The Company has established a Board Charter which sets out a clear distinction between the functions and responsibilities reserved for the Board and those delegated to the Committees and Management. The role of the Board is to approve the strategic direction of the Group, guide and monitor the Management of the Group in achieving its strategic plans and oversee overall good governance practice.

In particular, as set out in the Board Charter, the functions and responsibilities of the Board include:

- demonstrating leadership, defining the Group's purpose and setting the strategic objectives of the Group;
- approving the Group's statement of values and Code of Conduct to underpin the desired culture within the Group;
- oversight of the Group (including its control and accountability systems);
- appointing the Chair of the Board;
- appointing and removing the Chief Executive Officer (CEO) or equivalent;
- where appropriate, ratifying the appointment and removal of Senior Executives;
- approving the appointment and replacement of the Company Secretary;

- reviewing, ratifying and monitoring the risk management framework (that covers both financial and non-financial risk) and setting the risk appetite within which the Board expects Management to operate;
- approving and formulating Company strategy and policy, and monitoring Senior Executives' implementation of strategy;
- overseeing Senior Executives in instilling the Group's cultural framework;
- approving and monitoring operating budgets and major capital expenditure;
- overseeing the integrity of the Group's accounting and corporate reporting systems, including the external audit;
- monitoring industry developments relevant to the Group and its business;
- developing suitable key indicators of financial performance for the Group and its business;
- overseeing the Group's corporate strategy and performance objectives developed by Management;
- overseeing the Group's compliance with its continuous disclosure obligations;
- satisfying itself that an appropriate framework exists for relevant information to be reported by Management to the Board;
- satisfying itself that the Group's remuneration policies are aligned with the Group's purpose, values, strategic objectives and risk appetite and approving the Group's remuneration framework;
- monitoring the overall corporate governance of the Group (including its strategic direction and goals for management and the achievement of these goals); and
- Oversight of Committees.

The Board delegates authority, within parameters and in accordance with formal delegations, to the Managing Director and CEO for the executive management of Superloop and the day to day operations of the Group. The Board regularly reviews the divisions and functions between the Board and Management to ensure that it continues to be appropriate to the needs of the Company.

The Board has three standing Committees that assist it in carrying out its responsibilities being the:

- Audit Committee;
- Risk and Compliance Committee; and
- Remuneration and Nomination Committee.

Other ad hoc committees may be required from time to time (such as various iterations of a matter-specific Due Diligence Committee).

To ensure that Directors are well placed to discharge their duties effectively, they are provided, in advance of Board and Committee meetings, with Board papers which contain sufficient information to enable informed discussion of all agenda items.

## Chair

Superloop's Chair is Mr. Peter O'Connell whose role includes:

- leading the Board and facilitating, encouraging and providing constructive discussion and debate during Board meetings;
- efficiently organising and conducting the Board's functioning, including approving Board agendas and ensuring that adequate time is available for discussion of all agenda items, including strategic issues;
- overseeing regular and effective evaluations of the Board's performance;
- ensuring that the Directors continually update their skills, knowledge and familiarity with the Group required to fulfil their role both on the Board and on Committees; and
- promoting a constructive and respectful relationship between Directors, and between the Board and Management.

## Role of the Managing Director /Chief Executive Officer (MD/CEO)

Whilst retaining ultimate responsibility for the affairs of the Company, the Board has delegated responsibility for day to day operations of the Group to the MD/CEO. The MD/CEO is supported in this function by the Senior Executives of the Group, which comprise the direct reports to the MD/CEO.

The MD/CEO manages the Company in accordance with its strategy and business plans, as well as with its governance framework including delegations, risk appetite and policies

as approved by the Board. The MD/CEO is accountable to the Board for the exercise of the delegated authority and, with the support of Senior Executives, must report to the Board through reports and presentations to the Board and its Committees.

Superloop's MD/CEO is Mr. Paul Tyler whose role and responsibilities include:

- developing strategies for the Group, its businesses and management, and making recommendations to the Board on such strategies;
- implementing business plans in accordance with approved strategies, budgets and policies;
- reporting to the Board on the Group's performance and key operational issues;
- ensuring the financial performance of the Group meets or exceeds Board-approved budgets;
- managing the Group's relationships with capital markets, including but not limited to shareholders, institutional brokers, lenders and research firms;
- managing the Group's strategy with respect to mergers and acquisitions; and
- ensuring the health and safety of workers in the workplace.

### Company Secretary

The Company Secretary is accountable to the Board, through the Chair, for facilitating the Company's corporate governance processes and the proper functioning of the Board. Each Director is entitled to access the advice and services of the Company Secretary.

In accordance with the Company's Constitution, the appointment or removal of the Company Secretary is a matter for the Board as a whole.

During FY24, Ms. Tina Ooi acted as Company Secretary. The relevant skills, qualifications and experience of the Company Secretary are set out in the 2024 Annual Report.

### Board Evaluation

A performance review is undertaken periodically in relation to the Board, its Committees and individual Directors.

Matters covered by the review include the role, structure, processes, behaviours, performance, Directors' understanding of the strategy, objectives and key risks to the business and achievement of those objectives, succession planning and the effectiveness of the Board and Chair.

The most recent Board evaluation was undertaken in September 2024.

### Evaluation of Senior Executives' Performance

The Group defines its Senior Executives as the MD/CEO and the executive leadership group, some of whom are also "Key Management Personnel" as defined in the Remuneration Report, which forms part of the 2024 Annual Report.

Each year, the Board sets financial, strategic, people and individual targets for the MD/CEO. The MD/CEO's performance evaluation is completed by the Chair in consultation with the Board.

The MD/CEO sets key performance criteria for direct reports. Performance against these criteria is reviewed regularly throughout the year.

### Candidates for Election or Re-election as a Director

Superloop has appropriate procedures in place to ensure any potential candidates for appointment to the Board are carefully reviewed in terms of their character, experience, education and skill set, as well as interests and associations. Superloop conducts appropriate checks to verify the suitability of a candidate prior to their election.

Material information relevant to a decision to elect or re-elect a director, including biographical details and relevant qualifications and skills brought to the Board, is disclosed in the notice of meeting provided to shareholders for each Annual General Meeting (AGM).

## Written Agreements with Directors and Senior Executives

The roles and responsibilities of Directors, as set out in the Board Charter, are also included in the letter of appointment which each Director receives and commits to on their appointment. The letters of appointment specify the term of appointment, time commitment envisaged, expectations in relation to Committee work or any other special duties attaching to the position, reporting lines, remuneration arrangements, disclosure obligations in relation to personal interests, confidentiality obligations, insurance and indemnity entitlements and details of the Company's key governance policies, such as the Securities Trading Policy. Each Senior Executive enters into a written agreement with a Superloop Group company which sets out the material terms of employment, including a description of position and duties, reporting lines, remuneration arrangements and termination rights and entitlements.

## Diversity & Inclusion Policy

Superloop respects and values the diversity of its workforce and is committed to finding ways to actively support and encourage a diverse and inclusive environment at all levels where people feel like they can contribute and belong. An inclusive and diverse culture helps attract and retain the best people from the widest pool of available talent and leads to increased quality of decision making, enhancing our capacity to develop innovative solutions and create value for our stakeholders.

The Board has adopted a Diversity and Inclusion Policy, which is available on the [Company's website](#). The Diversity and Inclusion Policy describes Superloop's approach to building diversity and inclusion across the organisation with the support of Superloop's Board and executive team and how these attributes are promoted and embedded across Superloop.

The respective proportion of women on the Board, in Senior Executive positions (i.e. a position which reports directly to the CEO) and in Superloop are as follows:

Superloop	Number	Percentage out of total
Women on the Board	1	14.29%
Women in Senior Executive positions	2	25%
Women in whole organisation	247	29.87%

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

### Composition of the Board / Independence

The role of the Chair and the role of MD/CEO are exercised by different individuals, being Peter O'Connell and Paul Tyler respectively.

As at 30 June 2024, the Board comprised of seven Directors, six of whom the Board considered to be independent.

The Superloop Directors, as at 30 June 2024 were:

Name	Position	Date of appointment	Date of cessation	Status
Peter O'Connell	Non-Executive Board Chair	02 November 2021	Current	Independent
Paul Tyler	Managing Director and Chief Executive Officer	10 September 2020	Current	Non-independent
Drew Kelton	Non-Executive Director	23 November 2018	Current	Independent
Tony Clark	Non-Executive Director	23 December 2015	Current	Independent
Vivian Stewart	Non-Executive Director	21 December 2016	Current	Independent
Helen Livesey	Non-Executive Director	02 March 2023	Current	Independent
Gareth Turner	Non-Executive Director	02 March 2023	Current	Independent

The roles of the Chair of the Board and the CEO are held by separate Directors, Peter O’Connell and Paul Tyler. The qualifications and experience of each Director are set out in the 2024 Annual Report.

The Board considers a Director independent if they are free of any interest, position, association or relationship that might influence, or reasonably be perceived to influence, in a material respect, their capacity to bring an independent judgment to bear on issues before the Board.

The Board assesses independence each year. To enable this process, the Directors must provide all information that may be relevant to this assessment.

The Board considers that:

- Mr Kelton is no longer automatically considered non-independent as three years have passed since he resigned from the role of MD/CEO on 31 March 2021) and the principles stipulate that a former executive will be considered independent if at least 3 years have elapsed since their executive tenure; and
- it has an appropriate number of independent Directors (including the Chair) who can challenge Management and hold them to account, and also represent the best interests of both Superloop and its shareholders as a whole.

### Remuneration and Nomination Committee

The Remuneration and Nomination Committee is comprised of three Non-Executive Directors (NED), all of whom are independent. The Committee is chaired by Helen Livesey. The other Directors who serve on the Committee are Tony Clark and Vivian Stewart. Details of these Directors’ attendance at Committee meetings are set out in the 2024 Annual Report.

The Committee operates in accordance with its Charter which is available on the [Company’s website](#).

The main responsibilities of the Committee with respect to nomination matters include:

- developing suitable criteria (about experience, expertise, skills, qualifications, contacts or other qualities) for Board candidates;
- identifying individuals who, by virtue of their experience, expertise, skills, qualifications, contacts or other qualities, are suitable candidates for appointment to the Board or to any relevant management position;
- reviewing processes for succession planning for the Board, CEO and other Senior Executives;
- recommending individuals for consideration by the Board;
- recommending to the Chair procedures for the proper supervision of the Board and Management;
- ensuring appropriate induction and continuing professional development programs are implemented for Directors;
- ensuring that the performance of each Director and all Senior Executives is reviewed and assessed each year in accordance with procedures adopted by the Board;
- ensuring that any diversity profile identified by the Board is a factor that is considered in the selection and appointment of qualified employees, Senior Executives and Board candidates; and
- reporting to the Board annually on the diversity profile of employees of the Company, including the relative proportion of men and women in the workforce at all levels of the Company.

### Board Skills Matrix

The skills and experience set out below have been identified as essential skills and experience Superloop seeks to achieve across its Board membership. Each of these attributes are currently represented on the Superloop Board, recognising that each Director may not necessarily have or experience in or fit within all of these areas. However, the Board benefits from the combination of the Directors’ individual skills, experience, knowledge and diversity.

Technical Skills	Experience
<ul style="list-style-type: none"><li>• Risk management</li><li>• Health and safety</li><li>• Organisational culture</li><li>• Remuneration</li></ul>	<ul style="list-style-type: none"><li>• Board dynamics</li><li>• Telecommunications</li><li>• Major projects and infrastructure</li><li>• Cyber security</li></ul>



### Technical Skills

- Governance and compliance
- Strategy
- Financial acumen
- Capital markets
- Legal and regulatory
- Leadership
- Marketing
- Policy development and review

### Experience

- Network engineering
- IT/Software and systems
- Enterprise and Government sales
- Public markets and equity raisings.

The Board considers:

- its current members have an appropriate mix of skills that enable Directors to collectively discharge their responsibilities to deliver Superloop's strategy and corporate objectives;
- that each Director demonstrates:
  - an understanding of and commitment to the highest standards of governance and risk management;
  - competence, diligence, honesty, integrity and sound judgment; and
  - they have sufficient time available to undertake their responsibilities to Superloop.

### Induction and Professional Development

Superloop has an induction process, including appointment letters and ongoing education, in order to promote early, active and relevant involvement of new members of the Board.

All Directors are expected to maintain the skills required to discharge their obligations to the Company.

On an ongoing basis, Directors are provided with papers, articles, presentations and briefings on matters which may affect the business or operations of Superloop. Directors are also encouraged to undertake continuing education and training relevant to the discharge of their obligations as Directors of the Company. Subject to consultation with the Company Secretary, the reasonable cost of continuing education and training is met by Superloop.

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

### Superloop's Cultural Framework

The three core principles are:

Start with the Customer	Win Together	Unleash Possibilities
Do what matters	Lead by example	Think differently
Make the complex simple	Encourage every voice	Speak up
Own it	Unify the team	Move forward with speed

These principles drive all decision making at Superloop, as well as the habits and behaviours we exhibit at work.

### Start with the customer

We always start with the customer experience in mind. When we base our decisions and our actions on what matters most for customers, when we work to make the complex simple, and when we take accountability and own our decisions and actions, we deliver the best outcome.

## Win together

Everything is more fun when you are part of a team. We know that when we lead by example, encourage every voice, and act as a unified unit, we can achieve anything.

## Unleash possibilities

When we think differently, speak up to share our ideas and feedback, and move forward with speed once a decision has been made, we can unlock all kinds of possibilities.

## Code of Conduct

The Group's Code of Conduct sets the minimum standards of conduct that Superloop expects and applies to all Directors, officers, employees and contractors.

The Code has been developed around Superloop's cultural framework, articulating what the framework looks like in action. The Code also provides a frame of reference on the standards of business conduct expected by all whilst representing Superloop and in their dealings with Superloop.

Whilst the Code provides broad guidance about the standards of integrity and business conduct, no Code can address every situation that individuals are likely to encounter. As a result, the Code is not a substitute for our responsibility and accountability to exercise good judgement or the need to obtain guidance on proper business conduct. Several key additional Superloop policies (all discussed further below) are in place to reinforce certain required behaviours, including the:

- Conflicts of Interest Policy
- Whistleblower Policy
- Anti-bribery and Corruption Policy
- Securities Trading Policy.

The Code of Conduct is available on the [Company's website](#).

## Whistleblower Protection

The Group's Whistleblower policy encourages our officers, employees, contractors, suppliers and associates of any Superloop Group entity to raise concerns about misconduct, or an improper state of affairs or circumstances. The Company Secretary is the appointed Whistleblower Protection Officer who is responsible for protecting Relevant Persons from being victimised as a result of making a report. Superloop's Whistleblower Policy is available on our [website](#).

## Anti-Bribery and Corruption

Superloop Limited and all of its wholly owned global subsidiaries are committed to complying with the laws and regulations of the countries in which it operates and acting in

an ethical manner, consistent with the laws and regulations of those countries.

This Anti-Bribery & Corruption Policy (the Policy) applies across the Superloop Group to all directors and employees of Superloop (whether permanent, fixed-term or temporary), contractors and consultants acting for or on behalf of the Superloop Group (Superloop Personnel). As the Commonwealth Criminal Code Act in Australia has extraterritorial reach, under Australian law, Superloop Personnel who are an Australian citizen or resident or an Australian company may be prosecuted in Australia where the relevant activity occurred entirely overseas.

Superloop encourages Superloop Personnel to raise any concerns, report any breaches of, or suspicious conduct in relation to, this Policy. This includes behaviour that makes Superloop Personnel and others engaged in activities for Superloop feel threatened or under pressure to engage in improper conduct.

Superloop's Anti-Bribery & Corruption Policy is available on our [website](#).

## Board Reporting

Material breaches of the Code of Conduct, material incidents under the Whistleblower Policy and material breaches of the Anti-Bribery and Corruption Policy are reported to the Board.

## PRINCIPLE 4: SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS

### Audit Committee

The Audit Committee assists the Board to discharge its responsibilities on matters relating to the external reporting of financial information of the group. The Committee comprises of three NEDs all of whom are Independent. The Committee is chaired by Gareth Turner. The other Directors who serve on the Committee are Drew Kelton and Vivian Stewart. Their qualifications are set out in the 2024 Annual Report. Details of these Directors' attendance at Committee meetings are also set out in the 2024 Annual Report.

The Board of Superloop has established an Audit Committee to:

- review the nomination, performance and independence of the external auditors;
- liaise with external auditors and monitor the conduct, scope and adequacy of the annual external audit;
- review Management corporate reporting processes supporting external reporting, including the appropriateness of the accounting judgments or choices

made by Management in preparing the financial reports and statements;

- review financial statements and other financial information distributed externally;
- prepare, review and recommend for approval by the Board the corporate governance statement for inclusion in the annual report or any other public document;
- review external audit reports and monitoring, where major deficiencies or breakdowns in controls or procedures have been identified, remedial action taken by Management; and
- review proposals for the external auditors to provide non-audit service and whether it might compromise the independence of the external auditor.

All members of the Audit Committee are financially literate and have an appropriate understanding of the industry in which the Company operates.

The MD/CEO, CFO and Company Secretary attend Committee meetings. The external auditors attend meetings at the invitation of the Committee. The NEDs periodically meet the external auditors without the Managing Director or other Management being present.

The Audit Committee Charter is reviewed annually and is available on the [Company's website](#).

## External Audit

The Audit Committee:

- recommends to the Board the appointment, re-appointment and termination of the external auditor;
- recommends to the Board the scope and proposed fee for the audit and audit related services;
- reviews the independence, quality and performance of the external auditor;
- monitors the interactions between Management and the external auditor; and
- monitors that no Management restrictions are placed upon access by the external auditor to relevant information or personnel.

The external auditor is required to attend the AGM and be available to answer shareholder questions about the conduct of the audit and the preparation and content of the audit report.

## Financial Reporting

For this reporting period, the Board has obtained a written assurance from the MD/CEO and CFO that the declaration provided under section 295A of the Corporations Act (and for the purposes of Recommendation 4.2) is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial reporting and material business risks.

## PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE

### Continuous Disclosure

Superloop is committed to maintaining the required standards of disclosure, providing shareholders and the investment community with the same access to full and accurate information about its activities in an accessible and timely manner.

All market sensitive information is released to the ASX in compliance with Superloop's continuous disclosure obligations under the ASX Listing Rules and the Corporations Act.

The Continuous Disclosure Policy addresses:

- the roles and responsibilities of Directors, officers and employees in complying with the Policy;
- safeguarding confidentiality of corporate information to avoid premature disclosure;
- media contact and comment;
- external communications such as analyst briefings and responses to security holder questions; and
- measures for responding to or avoiding the emergence of a false market in Superloop securities.

The Board has ultimate responsibility for the Company's compliance with its continuous disclosure obligations and ensuring adequate processes and controls are in place for the identification, reporting and disclosure of price sensitive information in a timely manner. The Company Secretary is responsible for administration of the Policy by, amongst other things, ensuring the Board receives copies of all material market announcements promptly after they have been made, educating employees on the Company's continuous disclosure obligations and regularly discussing continuous disclosure matters with Senior Executives.

The Company releases copies of new and substantive investor or analyst presentation materials to the ASX ahead of the presentation being given.

The Continuous Disclosure Policy is available on the [Company's website](#).

## PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS

### Shareholder Communication

Superloop is committed to dealing fairly and openly with shareholders and the investment community.

An overview of the Company's business, financial performance and prospects is available on the [Company's website](#). Investor presentations are accessible on the [Company's website](#) via the 'Investors – Presentations' tab.

The Company's Corporate Governance Charter outlines the Company's approach to effective communication to and from shareholders and other stakeholders through a range of forums, including:

- investor roadshows conducted by the MD/CEO after the release of the Company's half and full year results, the presentations of which are lodged on the [ASX Announcements platform](#) and [Company's website](#);
- presentations by the Chair and MD/CEO regarding the Company's activities and state of affairs at the AGM with

the transcript of these presentations lodged on the [ASX Announcements platform](#) and [Company's website](#);

- attendance of Directors and the external auditor at the AGM to answer questions of shareholders as required; and
- all Company announcements, media briefings, press releases, analyst presentations and Annual Reports and information on corporate governance practices are placed on the [Company's website](#).

Superloop and its share registry, Link Market Services facilitate electronic, postal and facsimile communications. There is a dedicated inbox for shareholders to contact the Company's investor relations team directly.

The Company's Corporate Governance Charter is available on the [Company's website](#).

The Chair intends to call a poll on each of the resolutions proposed at the AGM. Each resolution considered at the AGM will therefore be conducted by poll, rather than a show of hands. The Board considers voting by poll to be in the interests of the Shareholders as a whole, and to ensure the representation of as many Shareholders as possible at the AGM.

The AGM is webcast live and a recording of the AGM is made available after the meeting on the [Company's website](#) for shareholders who are unable to attend.

## PRINCIPLE 7: RECOGNISE AND MANAGE RISK

### Risk Management Framework

Risk is inherent in all business activities and effective risk management is crucial to achieving the Company's objectives. Effective risk management provides the business with insights to support effective forward-looking decision making and competitor advantage.

### How we manage risk

Superloop is committed to providing confidence in our operations through adopting a comprehensive and systematic approach to the management of risk and opportunities, underpinned by a strong risk culture, to deliver greater certainty and rewards for our stakeholders.

The following diagram provides an overview of the Superloop Risk Management Framework (RMF) which provides the foundation for the management of Superloop's risks:



### Risk and Compliance Committee

The Risk and Compliance Committee is comprised of four NEDs, all of whom are Independent. The Committee is chaired by Vivian Stewart. The other Directors who serve on the Committee are Drew Kelton, Helen Livesey and Gareth Turner. Their qualifications are set out in the 2024 Annual Report. Details of these Directors' attendance at Committee meetings are also set out in the 2024 Annual Report.

The Risk and Compliance Committee's role, in accordance with the Committee's Charter is to:

- ensure a process is in place to identify material risks to the Group including review, ratification and assessment of the integrity of the Company's systems of risk management, legal compliance, and control; and
- review the Group's RMF and monitor its implementation.

In accordance with its Charter, the Committee is responsible for:

- monitoring Management's performance against the RMF, including whether the Group is operating within the risk appetite set by the Board;
- making recommendations to the Board in relation to changes that should be made to the Group's RMF or to the risk appetite set by the Board;

- monitoring the implementation and maintenance of internal control systems including information systems, and its operation and considering enhancements;
- assessing business risks (including economic, environmental and social sustainability risks) and compliance with internal controls;
- the oversight and assessment of the Group's RMF based on industry accepted standards;
- monitoring and reviewing safety systems throughout the Group's operations;
- overseeing business continuity management and information security frameworks;
- reviewing any report of material misappropriation, frauds and thefts from the Group;
- reviewing any report of adequacy of insurance coverage;
- reviewing reports from Management on new and emerging sources of risk and the risk controls and mitigation measures that Management has put in place to deal with those risks;
- monitoring compliance with relevant legislative and regulatory requirements (including continuous disclosure obligations) and declarations by the Company Secretary in relation to those requirements;

- reviewing material transactions which are not a normal part of the Group's business; and
- reviewing and monitoring compliance with the Code of Conduct.

The annual review of Superloop's RMF was conducted during the reporting period. The Committee is satisfied that the RMF remains effective and continues to identify and manage risk and compliance obligations consistent with the risk appetite set by the Board.

#### Internal Audit

Whilst the Company does not have a formal internal audit function, a range of measures are in place to provide the Board with assurance on the effectiveness of Superloop's governance, risk management and internal controls:

- An Audit Committee assisting the Board to discharge its responsibilities on matters relating to the external reporting of financial information of the group;
- Reporting to Senior Management and the Risk and Compliance Committee at regular intervals on the risk management process, risk mitigation strategies, material business risks and the internal control framework;
- Completion of periodic second line controls assurance testing on risk focus areas; and
- Having in place a dedicated risk and compliance function accountable for ensuring the effective implementation of the RMF.

#### Environmental, Social and Corporate Governance (ESG) Risk

Superloop recognises that its long-term success depends on meeting the expectations of a variety of stakeholders. Therefore, enhanced disclosures on environmental and social sustainability matters forms part of Superloop's disclosures. Superloop has disclosed its material exposure to environmental and social sustainability risks, including how it manages those risks, in the Directors' Report included in the Company's 2024 Annual Report.

## PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY

### Remuneration and Nomination Committee

The Remuneration and Nomination Committee advises the Board on remuneration and incentive policies and practices generally and makes specific recommendations on remuneration packages and other terms of employment for Executive Directors, NEDs and Senior Executives.

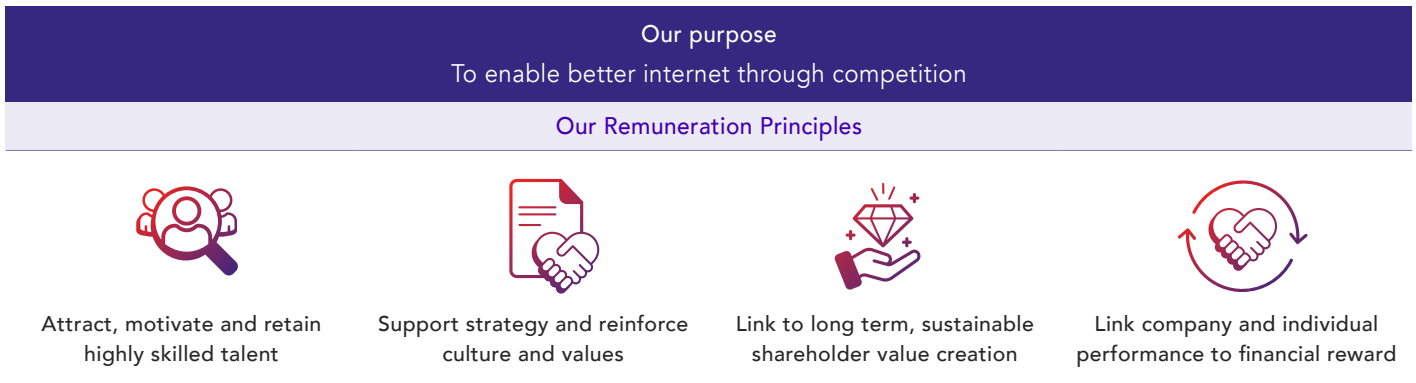
The main responsibilities of the Committee are to:

- provide advice in relation to remuneration packages for Senior Executives, NEDs and Executive Directors, equity-based incentive plans and other employee benefit programs;
- review the Company's recruitment, retention and termination policies;
- review the succession plans of the MD/CEO and Senior Executives;
- recommend individuals for nomination as members of the Board and its committees;
- ensure the performance of the MD/CEO and Senior Executives and members of the Board are reviewed at least annually; and
- review the Company's Diversity and Inclusion Policy and monitor diversity within the Company.

### Remuneration Policies and Practices

Superloop's approach to executive remuneration is designed to attract, motivate, and retain a group of highly qualified, experienced and capable senior executives, rewarding them for delivering the Company's business strategy and creating long-term, sustainable value for shareholders. As such, remuneration is structured with a fixed component and performance-based remuneration component consisting of both a short term incentive and long term incentive program.

The diagram below provides a high-level overview of our remuneration framework.



**Superloop’s NED remuneration policy is designed to:**

- Attract and retain NEDs with the appropriate experience, knowledge, skills and judgment.
- Reflect the demands and responsibilities of the role; and
- Recognise the contribution, time and expertise of each director.

In setting the appropriate NED remuneration, the Board considers general industry practice, corporate governance principles, the responsibilities and risks associated with the NED role, the expected time commitment on Company matters and the fees paid to NEDs of comparable companies.

Fees paid are a composite fee covering all Board and Committee responsibilities and contributions to Directors’ nominated superannuation funds. No other retirement benefit schemes are in place in respect of NEDs.

Further information on Directors’ and Senior Executives’ remuneration, including the principles used to determine remuneration, is set out in the 2024 Annual Report under the heading ‘Remuneration Report’.

**Trading in Company Securities**

The purchase and sale of Superloop shares by Directors and employees is only permitted in accordance with the Company’s Securities Trading Policy, which is available on the [Company’s website](#).

In summary, the Company’s Securities Trading Policy provides Directors and other Restricted Persons will not, without appropriate approval:

- engage in short term trading of the Company’s shares;
- buy or sell shares at a time when they possess information which, if disclosed publicly, would be likely to materially affect the market price of the Company’s shares;
- buy or sell shares during Closed Periods, being:
  - from the end of 31 December until the end of the trading day on which the Company’s half year financial results are released to the ASX;
  - from the end of 30 June until the end of the trading day on which the Company’s full year financial results are released to the ASX;
  - four weeks prior to the conclusion of the Company’s AGM and ending at the end of the day on which the AGM is held; and
  - one week prior to the release by the Company of a cleansing notice in accordance with sections 708A or 708AA of the Corporations Act.

The Company’s Securities Trading Policy provides that participants are not permitted to enter into transactions which limit economic risk related to equity-based remuneration schemes without written clearance.