Appendix 4G

Key to Disclosures
Corporate Governance Council Principles and Recommendations

Name of entity

AUSSIE BROADBAND LIMITED

ACN	Financial year ended:
132 090 192	30 June 2025

Our corporate governance statement[1] for the period above can be found at:[2]

☐	These pages of our annual report:	
☒	This URL on our website:	https://www.aussiebroadband.com.au/investor-centre/

The Corporate Governance Statement is accurate and up to date as at 25 August 2025 and has been approved by the board.

The annexure includes a key to where our corporate governance disclosures can be located.[3]

Date:	25 August 2025
Name of authorised officer authorising lodgement:	Cheryl Cai

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[1] "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.

[2] 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.

[3] 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 "<u>OR</u>" at the end of the selection and you delete the other options, you can also, if you wish, delete the "<u>OR</u>" 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,[4] 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:[5]
PRINCIPLE 1 – LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT			
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: https://www.aussiebroadband.com.au/investor-centre/	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

[4] Tick the box in this column only if you have followed the relevant recommendation <u>in full</u> for the <u>whole</u> 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/").

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

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
1.5	A listed entity should: (a) have and disclose a diversity policy; (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 (c) disclose in relation to each reporting period: (1) the measurable objectives set for that period to achieve gender diversity; (2) the entity's progress towards achieving those objectives; and (3) either: (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 (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. If the entity was in the S&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.	☒ and we have disclosed a copy of our diversity policy at: https://www.aussiebroadband.com.au/investor-centre/ and we have disclosed the information referred to in paragraph (c) at: The Corporate Governance Statement. and if we were included in the S&P / ASX 300 Index at the commencement of the reporting period our measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed the evaluation process referred to in paragraph (a) at: Annexure 2 of the Board Charter https://www.aussiebroadband.com.au/investor-centre/ and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: The Corporate Governance Statement.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
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.	☒ and we have disclosed the evaluation process referred to in paragraph (a) at: the Corporate Governance Statement and whether a performance evaluation was undertaken for the reporting period in accordance with that process at: the Corporate Governance Statement.	☐ set out in our Corporate Governance Statement **<u>OR</u>** ☐ we are an externally managed entity and this recommendation is therefore not applicable

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
PRINCIPLE 2 - STRUCTURE THE BOARD TO BE EFFECTIVE AND ADD VALUE			
2.1	The board of a listed entity should: (a) have a nomination committee which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (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 (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.	☒ and we have disclosed a copy of the charter of the committee at: https://www.aussiebroadband.com.au/investor-centre/ and the information referred to in paragraphs (4) and (5) at: The Corporate Governance Statement.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed our board skills matrix at: the Corporate Governance Statement.	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
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.	☒ and we have disclosed the names of the directors considered by the board to be independent directors at: the Corporate Governance Statement. and, where applicable, the information referred to in paragraph (b) at: the Corporate Governance Statement. and the length of service of each director at: the Corporate Governance Statement.	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
2.4	A majority of the board of a listed entity should be independent directors.	☒	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **OR** ☐ 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.	☒	☐ set out in our Corporate Governance Statement **OR** ☐ we are an externally managed entity and this recommendation is therefore not applicable
PRINCIPLE 3 – INSTIL A CULTURE OF ACTING LAWFULLY, ETHICALLY AND RESPONSIBLY			
3.1	A listed entity should articulate and disclose its values.	☒ and we have disclosed our values at: https://www.aussiebroadband.com.au/investor-centre/	☐ set out 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.	☒ and we have disclosed our code of conduct at: https://www.aussiebroadband.com.au/investor-centre/	☐ set out 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.	☒ and we have disclosed our whistleblower policy at: https://www.aussiebroadband.com.au/investor-centre/	☐ set out 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.	☒ and we have disclosed our anti-bribery and corruption policy at: https://www.aussiebroadband.com.au/investor-centre/	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
PRINCIPLE 4 – SAFEGUARD THE INTEGRITY OF CORPORATE REPORTS			
4.1	The board of a listed entity should: (a) have an audit committee which: (1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and (2) is chaired by an independent director, who is not the chair of the board, and disclose: (3) the charter of the committee; (4) the relevant qualifications and experience of the members of the committee; and (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 (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.	☒ and we have disclosed a copy of the charter of the committee at: https://www.aussiebroadband.com.au/investor-centre/ and the information referred to in paragraphs (4) and (5) at: The Annual Report and Corporate Governance Statement.	☐ set out in our Corporate Governance Statement
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.	☒	☐ set out 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.	☒	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] we have followed the recommendation in full for the whole 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:[5]
PRINCIPLE 5 – MAKE TIMELY AND BALANCED DISCLOSURE			
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: https://www.aussiebroadband.com.au/investor-centre/	☐ set out 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.	☒	☐ 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.	☒	☐ set out in our Corporate Governance Statement
PRINCIPLE 6 – RESPECT THE RIGHTS OF SECURITY HOLDERS			
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: https://www.aussiebroadband.com.au/investor-centre/	☐ set out in our Corporate Governance Statement
6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	☒	☐ set out in our Corporate Governance Statement
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: The Corporate Governance Statement.	☐ set out in our Corporate Governance Statement
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.	☒	☐ 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.	☒	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
PRINCIPLE 7 – RECOGNISE AND MANAGE RISK			
7.1	The board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (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 (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.	☒ and we have disclosed a copy of the charter of the committee at: https://www.aussiebroadband.com.au/investor-centre/ and the information referred to in paragraphs (4) and (5) at: The Annual Report and Corporate Governance Statement.	☐ set out in our Corporate Governance Statement
7.2	The board or a committee of the board should: (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 (b) disclose, in relation to each reporting period, whether such a review has taken place.	☒ and we have disclosed whether a review of the entity's risk management framework was undertaken during the reporting period at: The Corporate Governance Statement.	☐ set out in our Corporate Governance Statement
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: The Corporate Governance Statement.	☐ set out in our Corporate Governance Statement

Corporate Governance Council recommendation		Where a box below is ticked,[4] 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:[5]
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: The Annual Report. and, if we do, how we manage or intend to manage those risks at: The Annual Report.	☐ set out in our Corporate Governance Statement

<table>
<tr><th colspan="2">Corporate Governance Council recommendation</th><th>Where a box below is ticked,[4] 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:</th><th>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:[5]</th></tr>
<tr><td colspan="4">PRINCIPLE 8 – REMUNERATE FAIRLY AND RESPONSIBLY</td></tr>
<tr><td>8.1</td><td>The board of a listed entity should:
(a) have a remuneration committee which:
(1) has at least three members, a majority of whom are independent directors; and
(2) is chaired by an independent director,
and disclose:
(3) the charter of the committee;
(4) the members of the committee; and
(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
(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.</td><td>☒
and we have disclosed a copy of the charter of the committee at:
https://www.aussiebroadband.com.au/investor-centre/
and the information referred to in paragraphs (4) and (5) at:
The Corporate Governance Statement.</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
<tr><td>8.2</td><td>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.</td><td>☒
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:
in the Remuneration Report as part of the Annual Report.</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
<tr><td>8.3</td><td>A listed entity which has an equity-based remuneration scheme should:
(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
(b) disclose that policy or a summary of it.</td><td>☒
and we have disclosed our policy on this issue or a summary of it at:
https://www.aussiebroadband.com.au/investor-centre/</td><td>☐ set out in our Corporate Governance Statement <u>OR</u>
☐ we do not have an equity-based remuneration scheme and this recommendation is therefore not applicable <u>OR</u>
☐ we are an externally managed entity and this recommendation is therefore not applicable</td></tr>
</table>

Aussie Broadband Limited

ABN 29 132 090 192

Corporate Governance Statement

For the year ended 30 June 2025

AUSSIE BROADBAND LIMITED AND ITS CONTROLLED ENTITIES
ABN 29 132 090 192
3 Electra Avenue, Morwell VIC 3840
1300 880 905
www.aussiebroadband.com.au

Introduction

The Board is responsible for establishing Aussie Broadband Limited (the “Company”) corporate governance framework, the key features of which are set out below. In establishing its corporate governance framework, the Board referred to the 4th edition of the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations (ASX Recommendations).

In accordance with ASX Listing Rule 1.1 Condition 16, the corporate governance statement discloses the extent to which the Company follows the ASX Recommendations. The Company follows each ASX Recommendation where the Board considers the ASX Recommendation to be an appropriate benchmark for its corporate governance practices. Where the Company’s corporate governance practices follow an ASX Recommendation, the Board has reported on the adoption of the ASX Recommendation. In compliance with the ‘if not, why not’ reporting regime, where, after due consideration, the Company’s corporate governance practices do not follow an ASX Recommendation, the Board has explained its reasons for not following the ASX Recommendation and disclosed what, if any, alternative practices the Company will adopt instead of those in the ASX Recommendation.

The following governance-related documents can be found on the Company’s website at https://www.aussiebroadband.com.au/investor-centre/:

- Board Charter
- Audit, Risk and Compliance Committee Charter
- People and Community Committee Charter
- Nomination Committee Charter
- Code of Conduct
- Statement of Values
- Securities Trading Policy
- Continuous Disclosure Policy
- Occupational Health and Safety Policy
- Gifts, Entertainment and Hospitality Policy
- Speak Out (Whistleblower) Policy
- Diversity and Inclusion Policy

This corporate governance statement was approved by the Board and is current as at 25 August 2025.

ASX Recommendation	Compliance by the Company
Principle 1 – Lay solid foundations for management and oversight	
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 for the Board and those delegated to management.	**The Company complies with this recommendation.** The Company has established the respective roles and responsibilities of its Board and management, and those matters expressly reserved for the Board and those delegated to management and has documented these roles and responsibilities in its Board Charter. The responsibilities of the Board include (without limitation) to: • represent and serve the interests of shareholders by overseeing and appraising the Company's strategies, policies and performance; • optimise the Company's performance to build sustainable value for shareholders; • review compliance with the Company's 'why' (i.e. the Company's mission and purpose), values and governance framework; and • ensure that shareholders are kept informed of the Company's performance. In exercising its responsibilities, the Board recognises that there are many stakeholders in the operations of the Company, including employees, shareholders, the government and the community. The Board also acknowledges that, in line with the Company's attainment of B Corp Certification, the Board and management will have regard to the long term consequences of decisions, the interests of the Company's employees, relationships with suppliers, customers and others, community and environmental impacts, reputational impacts, the interests of shareholders, and the ability of the Company to create an overall positive impact on society and the environment. The Board has delegated responsibility for the day-to-day business operations of the Company to the Group Chief Executive Officer of Aussie Broadband. The Group Executives and Management team report to the Group Chief Executive Officer. Matters expressly reserved for the Board are set out in the Board Charter.

ASX Recommendation	Compliance by the Company
	A copy of the Board Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.
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.	**The Company complies with this recommendation.** The Company undertakes appropriate checks before appointing a person or putting forward to shareholders a candidate for election as a director and provides shareholders with all material information in its possession relevant to a decision on whether or not to 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.	**The Company complies with this recommendation.** The Company has a written agreement with each of the directors and senior executives setting out the terms of his or her 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.	**The Company complies with this recommendation.** The Company Secretary is accountable directly to the Board, through the Chair, on all matters to do with the proper functioning of the Board. The Company Secretary is responsible for coordination of all Board business, including agendas, Board papers, minutes, communication with regulatory bodies and ASX, and all statutory and other filings.
1.5 A listed entity should: (a) have and disclose a diversity policy; (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	**The Company complies with this recommendation.** The Company adopted a Diversity and Inclusion Policy during the period. A copy of the Diversity and Inclusion Policy is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/. The People and Community Committee is involved in reviewing the Company's gender diversity objectives, programs and progress, including reviewing and

ASX Recommendation	Compliance by the Company
(c) disclose in relation to each reporting period: (i) the measurable objectives set for that period to achieve gender diversity; (ii) the entity's progress towards achieving those objectives; and (iii) either: (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 (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. If the entity was in the S&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.	recommending to the Board for approval the specific gender diversity objectives set by the Company. A copy of the People and Community Committee Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/. The Company is committed to fostering an inclusive and diverse culture through an ambitious and growing program of diversity initiatives. During the period, the Company appointed an executive general manager for Diversity, Equity and Inclusion across the Group and also appointed a Diversity, Equity and Inclusion Specialist during the period. The Company is also working with an external diversity and inclusion consultant to implement initiatives that will assist the Company to achieve its gender diversity objectives. During the period, ABB's average gender pay gap decreased to 6.7% (from an 11.5% average gender pay gap in FY24). The Company's objective is to achieve a gender balance of 40/40/20. Women currently represent: • 29% of the Company's overall workforce (1,558 Australia-based employees - WGEA); and • 30% of the senior leadership group (90 Australia-based leaders - WGEA). The Company tracks Board diversity across a range of aspects, including gender, LGBTIQ+ and multiculturalism, with the current gender composition consisting of 29% female representation. The objective is to achieve 40% representation of women on the Board by FY28. The Nomination Committee assists the Board to develop and disclose a Board Skills Matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership. A copy of the Nomination Committee Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.

ASX Recommendation	Compliance by the Company
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, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	**The Company complies with this recommendation.** The Board ensures that a regular performance evaluation of the Board, individual directors and the Chair is conducted in accordance with its performance evaluation process as set out at Annexure 2 of the Board Charter (**Performance Evaluation Process**). An evaluation of the performance of the Board, its committees and individual directors during the reporting period was undertaken by the Nomination Committee in the reporting period in accordance with the Performance Evaluation Process.
1.7 A listed entity should: (a) have and disclose a process for periodically evaluating the performance of its senior executives; and (b) disclose, in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.	**The Company complies with this recommendation.** The Nomination Committee is responsible for evaluating the performance of the Company's executive team in accordance with the Performance Evaluation Process. The senior executives will have performance reviews conducted at least once a year. Performance is measured against previously agreed objectives / key performance indicators (KPIs). Apart from reviewing KPIs, the performance appraisal also considers leadership competencies, areas of improvement, training and development as well as career aspirations.
Principle 2 – Structure the Board to add value	
2.1 The Board of a listed entity should: (a) have a nomination committee which: (i) has at least 3 members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: (iii) the charter of the committee;	**The Company complies with this recommendation.** The Company has a Nominations Committee which comprises all 7 directors, being: • Adrian Fitzpatrick (Chair); • Sue Klose; • Patrick Greene; • Graeme Barclay; • Phillip Britt; • Michael Omeros; and

ASX Recommendation	Compliance by the Company
(iv) the members of the committee; and (v) 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 (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.	• Sarah Adam-Gedge (appointed as a director after the reporting period). The Committee met 4 times throughout the period. A copy of the Nomination Committee Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/
2.2 A listed entity should have and disclose a Board Skills Matrix setting out the mix of skills and diversity that the Board currently has or is looking to achieve in its membership.	**The Company complies with this recommendation.** Please see Annexure A (**Board Skills Matrix**) to this Corporate Governance Statement. The professional skills, experience and expertise of each director are also set out in the Annual Report.
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, association 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, association or relationship in question and an explanation of why the Board is of that opinion; and (c) the length of service of each director.	**The Company complies with this recommendation.** The Board considers the independence of directors having regard to the relationships listed in Box 2.3 of the ASX Recommendations. Currently, the Board is structured as follows: • Adrian Fitzpatrick (Independent Non-Executive Director and Chair) appointed on 1 July 2020; • Phillip Britt (Non-Executive Director) appointed on 1 March 2025, after previously serving as Managing Director since 7 July 2008; • Michael Omeros (Executive Director) appointed on 15 March 2022;

ASX Recommendation	Compliance by the Company
	• Patrick Greene (Independent Non-Executive Director) appointed on 24 July 2017; • Sue Klose (Independent Non-Executive Director) appointed on 1 February 2024; • Graeme Barclay (Independent Non-Executive Director) appointed on 7 April 2025; • Sarah Adam-Gedge (Independent Non-Executive Director) appointed on 1 July 2025. Phillip Britt is not considered independent due to being the former Group Managing Director of the Company, being a special technical adviser to the Company, and being a substantial holder in the Company during the period via an associated entity (although this holding fell below the substantial holder threshold during the period). Michael Omeros is not considered independent due to his role as an executive director. All other directors are considered independent.
2.4 A majority of the Board of a listed entity should be independent directors.	**The Company complies with this recommendation.** The Board comprised a majority of independent directors during the reporting period.
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.	**The Company complies with this recommendation.** Adrian Fitzpatrick, the Chair of the Board, is an independent director and is not the same person as the CEO of the Company.
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.	**The Company complies with this recommendation.** During the period, the Nomination Committee ensured that there was an induction program in place for directors and that processes were in place for providing continuing professional development opportunities for directors. A number of training sessions were provided to the directors during the period, including training on the positive duty to prevent sexual harassment and psychosocial hazards in the workplace, and training on climate-related financial disclosures.

ASX Recommendation	Compliance by the Company
	The Committee and Board regularly reviewed the effectiveness of such opportunities and maintained development programs to support the Company's performance and culture.
Principle 3 – Instil a culture of acting lawfully, ethically and responsibly	
3.1 A listed entity should articulate and disclose its values.	**The Company complies with this recommendation.** The Company has adopted a Statement of Values to reinforce the values that underpin how the Company undertakes its business. The Statement of Values outlines the norms and behaviours expected of the Company's directors, senior leaders, staff and those the Company seeks to work with. A copy of the Statement of Values is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.
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.	**The Company complies with this recommendation.** The Company has adopted a formal Code of Conduct that outlines the manner in which the Company expects its directors and employees to behave and conduct business in the workplace. The Code of Conduct applies to all staff, officers, directors, associates, contractors, consultants and relevant third parties of the Company. The objectives of the Code of Conduct are to: • provide a benchmark for ethical and professional behaviour; • promote healthy, respectful and positive working environments for all staff and directors; • ensure compliance with laws, regulations, policies and procedures relevant to the Company; • ensure there are appropriate mechanisms and procedures in place for staff and directors to report breaches of the Code of Conduct;

ASX Recommendation	Compliance by the Company
	• ensure that staff and directors are aware of the consequences for breaching the Code of Conduct; and • ensure that any material breach is reported to the Board. A copy of the Code of Conduct is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.
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.	**The Company complies with this recommendation.** The Company has a whistleblower policy called the "Speak Out (Whistleblower) Policy" that promotes and supports a culture of honest and ethical behaviour and encourages disclosure of improper conduct. The Whistleblower Policy also states that Whistleblower Protection Officers will provide the Board with reports on investigations undertaken under the Whistleblower Policy (or as directed by the Chair) as well as, reporting to the Board as appropriate in relation to disclosures made under the Whistleblower Policy. A copy of the Speak Out (Whistleblower) Policy is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.
3.4 A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the Board or a committee of the Board is informed of any material breaches of that policy.	**The Company complies with this recommendation.** The Company has adopted a Gifts, Entertainment and Hospitality Policy. This policy ensures the Company's officers, directors, associates, contractors and staff: • do not give or accept gifts and/or benefits that will compromise their integrity or appear to cause a conflict of interest; • do not give or receive payments of secret commissions; • understand whether gifts and benefits are acceptable or not; • promote investor confidence in the integrity of the Company and its subsidiaries; and • understand the process to be followed if there is a suspected breach of the policy.

ASX Recommendation	Compliance by the Company
	The Gifts, Entertainment and Hospitality policy also explains key principles of bribery and corruption and the Company's compliance process, including that the Board or a committee of the Board must be notified of all material breaches of the Gifts, Entertainment and Hospitality Policy. A copy of the Gifts, Entertainment and Hospitality Policy is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/. The Company also adopted a Political Donations Policy during the period which prohibits donations being made to political parties. A copy of the Political Donations Policy is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.
Principle 4 – Safeguard integrity in corporate reporting	
4.1 The Board of a listed entity should: (a) have an audit committee which: (i) has at least 3 members, all of whom are non-executive directors and a majority of whom are independent directors; and (ii) is chaired by an independent director, who is not the Chair of the Board, and disclose: (iii) the charter of the committee; (iv) the relevant qualifications and experience of the members of the committee; and (v) 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	**The Company complies with this recommendation.** The Audit, Risk and Compliance Committee assists the Board in fulfilling its responsibilities for corporate governance and oversight of the Company's financial and corporate reporting, risk management and compliance structures and external functions. The Audit, Risk and Compliance Committee currently comprises 3 directors, being: • Sarah Adam-Gedge (Committee Chair); • Graeme Barclay; and • Adrian Fitzpatrick. Throughout the reporting period, the Audit, Risk and Compliance Committee comprised of the following directors: • Vicky Papachristos (Committee Chair until 1 April 2025); • Patrick Greene (Interim Chair following the resignation of Vicky Papachristos on 1 April 2025); • Adrian Fitzpatrick;

<table>
<tr><th>ASX Recommendation</th><th>Compliance by the Company</th></tr>
<tr><td>(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.</td><td>• Sue Klose; and
• Richard Dammery (until his resignation as a director on 25 October 2024).

For the reporting period, the Audit, Risk and Compliance Committee comprised an independent Chair (who is not the Chair of the Board), at least 3 members, all of whom were Non-Executive directors and a majority of whom were independent directors.

The relevant qualifications and experience of the members of the Audit, Risk and Compliance Committee are set out in the Annual Report.

The Audit, Risk and Compliance Committee Charter sets out:

• the composition of the Committee, including that the Committee should comprise:
  ○ only non-executive directors;
  ○ a majority of independent directors of the Company;
  ○ an independent Chair, who is not Chair of the Board; and
  ○ a minimum of 3 members;

• the Committee’s ability to have access to the Company’s staff, internal and external auditors without management present, and to seek explanations and additional information from them;

• that the Committee may seek the advice of the external auditors, solicitors or other independent advisors, consultants or specialists on any matter relating to the responsibilities and duties of the Committee; and

• the specific responsibilities of the Committee in relation to:
  ○ overseeing the Company’s relationship with its external and internal auditors and audit functions generally;
  ○ overseeing the preparation of financial statements and reports, as well as the Company’s financial controls and systems;</td></tr>
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ASX Recommendation	Compliance by the Company
	○ managing the process of identification of risk and risk management strategies including compliance; and ○ overseeing the Company's systems, procedures and controls for monitoring and ensuring compliance with legal and regulatory requirements. The Audit, Risk and Compliance Committee Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/. The Committee met 5 times during the reporting period.
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.	**The Company complies with this recommendation.** The Board receives assurance from its Group Chief Executive Officer and Chief Financial Officer in the form of 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 is founded on the basis of a sound system of risk management and internal controls which is operating efficiently and effectively in all material respects and, where not so operating, is being brought into compliance.
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.	**The Company complies with this recommendation.** The Audit, Risk and Compliance Committee Charter provides that the Audit, Risk and Compliance Committee will assist the Board in the implementation of the Company's processes to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor. Periodic reports to the market that are not audited or reviewed by external auditors are subject to a number of layers of management review to ensure all content is materially accurate, balanced and appropriate. A final review and approval by the Board is mandatory for all material market announcements prior to release. Non-material market announcements must be approved by the Chair and Group Chief Executive Officer prior to release to the market or if administrative in nature, the Company Secretary.
Principle 5 – Make timely and balanced disclosures	

ASX Recommendation	Compliance by the Company
5.1 A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	**The Company complies with this recommendation.** The Company is committed to: • ensuring that shareholders and the market are provided with full and timely information about its activities; • complying with the continuous disclosure obligations contained in the ASX Listing Rules and the applicable sections of the Corporations Act 2001 (Cth); and • providing equal opportunity for all stakeholders to receive externally available information issued by the Company in a timely manner. The Company has adopted a Continuous Disclosure Policy, which: • provides reporting protocols and processes for determining whether information should be disclosed to the market; and • designates responsibility for managing and monitoring the Company's compliance with its continuous disclosure obligations. All relevant information provided to the ASX is posted on the Company's website after the ASX confirms the appropriate announcement has been made. A review of the Continuous Disclosure Policy was conducted during the period. A copy of the reviewed and updated Continuous Disclosure Policy is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/.
5.2 A listed entity should ensure that its Board receives copies of all material market announcements promptly after they have been made.	**The Company complies with this recommendation.** The Company's Continuous Disclosure Policy provides under its announcement protocol that the Board is promptly provided with copies of all information disclosed to ASX.
5.3 A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the	**The Company complies with this recommendation.**

ASX Recommendation	Compliance by the Company
presentation materials on the ASX Market Announcements Platform ahead of the presentation.	The Company's Continuous Disclosure Policy provides that the Company will not disclose any information in open briefing sessions that may have a material effect on the price or value of the Company's securities, unless such information has already been announced on ASX. The Company advises the market in advance of open briefings via the ASX announcements platform and the Company's website, lodges all presentation materials with ASX prior to the presentation and places such information on the Company's website promptly following the briefing. The Company's Continuous Disclosure Policy further sets out that the same protocols are to be maintained in relation to presentations to investors or analysts and a record of all one-on-one briefings with the financial community or institutional investors will be kept to ensure the Company can comply with those same protocols in those briefings.
Principle 6 – Respect the rights of security holders	
6.1 A listed entity should provide information about itself and its governance to investors via its website.	**The Company complies with this recommendation.** The Company provides information about itself and its governance to investors via its website at https://www.aussiebroadband.com.au/investor-centre/. The Company is committed to maintaining a website with general information about the Company and its operations, and information specifically targeted at keeping shareholders informed about the Company. In particular, where appropriate, after confirmation of receipt by ASX, the following is posted to the Company website: • relevant announcements made to the market via ASX; • media releases; • investment updates; • Company presentations and media briefings; and • copies of press releases and announcements for the preceding 3 years.

ASX Recommendation	Compliance by the Company
6.2 A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	**The Company complies with this recommendation.** The Company has an investor relations program in place to facilitate effective communication with its current and prospective shareholders, led by the Company's internal Investor Relations function. The Company website features a dedicated section for investor relations, which includes a range of information including corporate governance documents, financial reports, ASX announcements and media releases. Computershare Investor Services is the Company's Share Registry. They handle shareholder queries via phone and online. The Company's Continuous Disclosure Policy sets out how the Company intends to communicate with the market to ensure timely disclosure of information in which shareholders, investors and the ASX have a legitimate interest, including information which may affect share prices or influence investment decisions. The Continuous Disclosure Policy sets out: • the various forums through which the Company communicates with shareholders, potential investors and other stakeholders, including the corporate website, annual general meeting, annual report, ASX announcements, alerts, presentations and the share registry; • the manner in which general meetings of shareholders are to be conducted, and the role of general meetings in encouraging shareholder participation and ensuring Company accountability; and • the manner in which the Investor Centre section of the Company's website is to be used to communicate with investors, including making available Company presentations, ASX announcements and media releases upon lodgement with the ASX. In addition, the Company is required by law to communicate to shareholders through the lodgement of all relevant financial and other information with ASX and, in some instances, mailing information to shareholders.

ASX Recommendation	Compliance by the Company
6.3 A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	**The Company complies with this recommendation.** The Board encourages full participation of shareholders at members' meetings to ensure a high level of accountability and identification with the Company's strategies and goals. The Company facilitates shareholder participation at shareholder meetings through: • encouraging shareholders to attend or, if unable to attend, vote on proposed motions by appointing a proxy or any other means included in the notice of meeting; • holding general meetings in locations and at times that are intended to maximise participation by shareholders; • providing shareholders the opportunity to submit questions prior to each annual meeting; and • ensuring that senior management and auditors are present to assist with providing answers at annual meetings.
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.	**The Company complies with this recommendation.** The Company's constitution provides that the Chair of the general meeting may demand a poll at a meeting of shareholders. All resolutions put to security holders at a meeting of security holders are to be decided by a poll.
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.	**The Company complies with this recommendation.** Shareholders are given the option to receive communications from, and send communications to, the Company and its share registry electronically. To ensure that shareholders can obtain all relevant information to assist them in exercising their rights as shareholders, the Company's website provides information about how to receive and send information to the Company electronically.

ASX Recommendation	Compliance by the Company
Principle 7 – Recognise and manage risk	
7.1 The Board of a listed entity should: (a) have a committee or committees to oversee risk, each of which: (i) has at least 3 members, a majority of whom are independent directors; and (ii) is chaired by an independent director, and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (v) 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 (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.	**The Company complies with this recommendation.** The Company has an Audit, Risk and Compliance Committee. The Audit, Risk and Compliance Committee assists the Board in fulfilling its responsibilities for corporate governance and oversight of the Company's financial and corporate reporting, risk management and compliance structures and external functions. The Audit, Risk and Compliance Committee currently comprises 3 directors, being: • Sarah Adam-Gedge (Committee Chair); • Graeme Barclay; and • Adrian Fitzpatrick. Throughout the reporting period, the Audit, Risk and Compliance Committee comprised of the following directors: • Vicky Papachristos (Committee Chair until 1 April 2025); • Patrick Greene (Interim Chair following the resignation of Vicky Papachristos on 1 April 2025); • Adrian Fitzpatrick; • Sue Klose; and • Richard Dammery (until his resignation as a director on 25 October 2024). Throughout the reporting period, the Audit, Risk and Compliance Committee comprised an independent Chair (who is not the Chair of the Board), at least 3 members, all of whom were Non-Executive directors and a majority of whom were independent directors. The relevant qualifications and experience of the members of the committee are set out in the Annual Report. The Audit, Risk and Compliance Committee Charter sets out: • the composition of the Committee, including that the Committee should comprise:

ASX Recommendation	Compliance by the Company
	○ only non-executive directors; ○ a majority of independent directors of the Company; ○ an independent Chair, who is not Chair of the Board; and ○ a minimum of 3 members; • the Committee's ability to have access to the Company's staff, internal and external auditors without management present, and to seek explanations and additional information from them; • that the Committee may seek the advice of the external auditors, solicitors or other independent advisors, consultants or specialists on any matter relating to the responsibilities and duties of the Committee; and • the specific responsibilities of the Committee in relation to: ○ overseeing the Company's relationship with its external and internal auditors and audit functions generally; ○ overseeing the preparation of financial statements and reports, as well as the Company's financial controls and systems; ○ managing the process of identification of risk and the management of risk strategies; and ○ overseeing the Company's systems, procedures and controls for monitoring and ensuring compliance with legal and regulatory requirements. The Audit, Risk and Compliance Committee Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/. The Committee met 5 times during the reporting period.
7.2 The Board or a committee of the Board should: (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	**The Company complies with this recommendation.** The Company's risk management framework is reviewed annually or upon material change by the Audit, Risk & Compliance Committee. The Board is satisfied that it continues to effectively identify all areas of current, emerging and potential risk and compliance obligations, taking into account the risk appetite set by the Board.

ASX Recommendation	Compliance by the Company
(b) disclose, in relation to each reporting period, whether such a review has taken place.	
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.	**The Company complies with this recommendation.** The internal audit function has a direct line of access to the Audit, Risk and Compliance Committee, while its day-to-day operations are overseen by the General Manager Risk, Compliance & Audit. The function plans its work program consistent with the areas of focus identified under the risk framework. The internal audit function operates with independence and conducts internal audit and assurance reviews across the Company's business divisions and functional areas.
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.	**The Company complies with this recommendation.** The Company is subject to general risks and certain specific risks. A summary of key risks is set out in the Directors' Report, which forms part of the Annual Report. In addition, where the Company has identified those general and specific risks to which it has a material exposure, and disclosed how it intends to manage those risks, the Audit, Risk and Compliance Committee will be responsible for management of such risks as disclosed in the Audit, Risk and Compliance Committee Charter. The Company has not identified any material exposure to environmental or social risks.
Principle 8 – Remunerate fairly and responsibly	
8.1 The Board of a listed entity should: (a) have a remuneration committee that: (i) has at least 3 members, a majority of whom are independent directors; and	**The Company complies with this recommendation.** The People and Community Committee performs the role ordinarily assumed by a remuneration committee.

ASX Recommendation	Compliance by the Company
(ii) is chaired by an independent director; and disclose: (iii) the charter of the committee; (iv) the members of the committee; and (v) 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 (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.	The People and Community Committee provides advice and assistance to the Board relating to the Company's people and community activities, including making recommendations to the Board on remuneration packages and policies in respect of directors and senior executives of the Company. The People and Community Committee currently comprises 3 directors, being: • Sue Klose (Chair); • Adrian Fitzpatrick; and • Sarah Adam-Gedge. During the reporting period, the People and Community Committee comprised of the following directors: • Sue Klose (Chair); • Patrick Greene; • Adrian Fitzpatrick; • Vicky Papachristos (until her resignation as a director on 1 April 2025); and • Richard Dammery (until his resignation as a director on 25 October 2024). The People and Community Committee contains a majority of independent directors and is chaired by an independent director. The People and Community Committee Charter sets out the required composition of the Committee, including that the Committee should comprise: • a minimum of 3 members; and • an independent director of the Company as Chair. During the period, the People and Community Committee was responsible for: • reviewing the Company's people strategy to ensure it is consistent with the Company's business strategy and supports the Company's culture; • reviewing the Company's strategies and programs in relation to the attraction, development and retention of talented staff;

ASX Recommendation	Compliance by the Company
	• reviewing and approving the Company's remuneration policy to ensure that the Company's remuneration is competitive and attracts, retains and motivates team members; and • as required, appointing remuneration consultants to meet the requirements of the Corporations Act 2001 (Cth) and be satisfied that the Company has adequate information and advice to make remuneration decisions for executive staff and key management personnel. A copy of the People and Community Committee Charter is available on the Company's Investor Centre page at https://www.aussiebroadband.com.au/investor-centre/. The Committee met 5 times during the reporting period.
8.2 A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.	**The Company complies with this recommendation.** Details of the Company's remuneration policies, and the remuneration of the Board and senior executives are set out in the 'Remuneration Report' in the Annual Report.
8.3 A listed entity that has an equity-based remuneration scheme should: (a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) that limit the economic risk of participating in the scheme; and (b) disclose that policy or a summary of it.	**The Company complies with this recommendation.** Participants in equity-based remuneration schemes are prohibited under the Company's Securities Trading Policy from entering into transactions in financial products (whether through the use of derivatives or otherwise) which operate to limit the economic risk associated with holding the relevant securities.

Aussie Broadband Limited - Board Skills Matrix